**Role Description & Person Profile**

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| **Job Title** | People & Performance Business Partner  |
| **Reports to** | People & Performance Director  |
| **Business** | ABN  |
| **Location** | Peterborough/Hybrid  |
| **Direct & Indirect Reports** | None  |
| **Budget Responsibility** | None  |

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| **Role Overview**Impact Statement  | The People & Performance Business partner in ABN is a critical partner for our business. This role supports several of our business areas including Logistics, Finance, Technical and Quality and Safety. You will champion our business and people strategies and work collaboratively with managers to deliver on these. The People & Performance business partner delivers business-focused, commercially driven People & Performance advice, guidance, and support, promoting employee engagement and a positive work culture. |
| **Key Responsibilities** | **Partnering** * Partner with business leads and team managers to ensure our teams are structured, resourced and have the skills required to deliver business need
* Be a trusted partner to managers, utilising HR policies, procedures and employment law knowledge to impact decision-making
* Support on development and delivery of organisational changes while ensuring legal compliance and acting as a true partner
* Work closely with our People & Performance Centres of Excellence to support wider P&P initiatives – using your knowledge of your business area to influence positive outcomes

**Development and Performance*** Coach and guide managers to equip them with the skills to people manage effectively, translating business issues into actionable people-focused solutions
* Champion the development of existing and emerging talent, working closely with our L&D team to leverage existing programs and resources for talent growth and succession planning
* Influence and coach our business leads to have strong succession plans in place, supporting in resource planning and talent reviews
* Partner with the recruitment team to implement best practices in recruitment, selection, and onboarding to attract talent
* Support line managers with guidance on employee relations matters, performance issues and other casework

**Data and Systems*** Utilisation of HR systems in place to ensure reporting is accurate and data integrity is maintained
* Interpret and present data effectively to influence business decisions
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| **Key Stakeholders** | * Business area leads
* Senior Leadership Team
* Finance Business Partners
* Health & Safety
* Wider People & Performance team
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| **Other Factors**Travel, shift pattern, working hours, Licence type etc. | 2 days per week in PeterboroughTravel within the UK as required |

**Person Profile**

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| **Required experience, qualifications, and necessary knowledge**  |
| **Essential** | **Desirable** |
| * Relevant HR experience
* Full generalist HR knowledge across resourcing, talent management/succession planning, change management; employee relations & employment law and good HR practices required
* Excellent Interpersonal / communication skills, with the ability to develop successful relationships/networks at all levels and influence stakeholders
* Change management and people management skills
* Organisational and planning skills
* Innovative thinker, with the ability to think ‘outside of the box’
* A proven ability to work independently, use own initiative and prioritise workload and stakeholder needs
 | * Experience of working in different business functions
* Knowledge of the agriculture industry and key challenges faced
* Able to demonstrate strong# coaching skills
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| **Key Behaviours** | * Commercially minded with a pragmatic approach to decision-making, skilled at balancing the needs of the business and the team
* Ability to challenge and influence stakeholders
* Applies discretion and able to communicate empathetically
* Responds positively to changing business priorities
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| **AB Agri High Performance Framework** | Our high-performance framework is a set of guiding behaviours which have been created with people from across our businesses to enable great performance across the organisation. The focus is on what you can do to demonstrate high performance in your role, as well as the behavioural inputs to assist you getting there. * Pioneering – Curious, spirited and bold. We lead the right way.
* Excellence – We seek excellence in all that we do.
* Growth – We create ways for our people and customers to thrive. That’s how we keep making a difference.
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