

Senior People Partner

About the Team and the Role

The People Partnering team helps leaders and managers across Mencap build high-performing, inclusive and sustainable teams. We connect people strategy with operational delivery to help Mencap achieve its goals and improve outcomes for people with a learning disability and their families.

The Senior People Partner will support delivery of Mencap's strategic priorities by:

- Acting as the senior advisor on complex people matters, organisational change, workforce planning, organisational design, talent and succession planning, and leadership capability.
- Providing coaching, oversight and support to the People Partners to ensure a high-quality, consistent and strategic people partnering service across Mencap's directorates
- Partnering with senior leaders to translate organisational strategy into practical workforce plans and people solutions that support organisational effectiveness and sustainable performance
- Building strong relationships with senior stakeholders and People Directorate colleagues to ensure joined-up delivery of people initiatives and organisation-wide change

- Driving consistency, governance and best practice across the People Partnering function, using workforce insight, data and evidence to inform decision-making and continuous improvement
- Contributing to the leadership of the People Directorate, helping to shape future people priorities, professional capability and organisational development across Mencap

What you will bring to the role (Essentials)

- Significant experience of leading and developing People Partnering or HR teams, with a strong track record of delivering strategic people solutions across complex, multi-disciplinary organisations
- Demonstrable expertise in strategic workforce planning, organisational design, talent and succession planning, leadership coaching and organisational change, with the ability to influence senior leaders and translate organisational strategy into practical people outcomes
- Takes responsibility for their own decisions, actions and behaviour, building trust by being clear, reliable and accountable.
- Understands the impact they have on others, seeks feedback, listens to different views and adapts their approach to build positive working relationships.
- Uses knowledge, expertise and evidence to deliver high standards, anticipate challenges, manage risks and support practical solutions.
- Sets clear direction and expectations, uses systems and tools effectively, and brings people together to deliver goals and continuous improvement.
- Supports people to develop and perform at their best through coaching, mentoring, regular feedback, clear development plans and effective performance conversations.
- Creates an inclusive and positive team culture by leading with honesty, empathy and fairness, valuing different perspectives, removing barriers and helping people connect their work to Mencap's wider strategy.

Please note: This job description is not intended to be exhaustive. Duties and responsibilities may evolve over time to reflect the needs of the organisation and the role.



“This isn’t just a job - it’s a chance to help change the lives of people with a learning disability and their families. If you’re passionate about making a difference, join Mencap in building a more inclusive future.”

Mencap and our Commitment to Safeguarding

Mencap is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment.

Successful applicants will be subject to appropriate pre-employment checks, including references and, where applicable, an enhanced Disclosure and Barring Service (DBS) check.