



About you

A passion for people and for ensuring an exceptional employee experience

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"Listening, supporting and including one another is a vital part of working in our People team." Dean

What you will do

- Partner with respective Directorates and build strong, trusted relationships with managers to help improve people experience and to embed the Mencap culture
- Be the first point of contact in their Directorate for support, advice and challenge on people management, including Belonging, engagement and change
- Empower managers by signposting to MyMencap, AskHR, HR Shared Services and Resourcing when needed
- Work with teams to understand any people management knowledge gaps and offer coaching and guidance as needed to deliver solutions and impact
- Advise on and deliver initiatives across the full range of the people experience with support from the lead Strategic People Business Partner including on organisational wide workforce planning (including volunteering), talent management, succession planning and Belonging, Equity, Diversity and Inclusion
- Develop and maintain strong relationships across the People Directorate
- Be aligned with key people projects; rolling out activity in respective Directorates and providing feedback throughout development to ensure projects land with impact
- Use data and insight to drive improvements in people performance and experience
- Have an excellent understanding of people policy for colleagues and volunteers; applying this knowledge to advice

The responsibilities described are a summary of key aspects and not a comprehensive list



About you

A passion for empowering your team and bringing your whole self to work

“The right attitude and living our values is really important. You need be willing to learn, grow and change for yourself and for Mencap's future.” Dean ”

What you will bring

- A commitment to improving the lives of people with a learning disability
- Knowledge of latest People theories, frameworks and tools
- Impact-led, evidence-based ways of working
- Highly effective communication skills
- Integrity and professionalism

If you are a dynamic, enthusiastic, brilliant people person - we'd encourage you to apply!

Your experience

- Experience in a People operational and/or advisory role with the ability to offer pragmatic solutions
- Proven track record of building strong relationships and being successful in influencing stakeholders
- Excellent problem-solving skills
- Strong organisational skills; with the ability to manage competing, and at times complex, demands
- Data literate, with ability to interpret and share reports and KPIs
- Evidence of ensuring improving our people experience is at the heart of everything you do
- Your experience may have been gained within social care and /or people with a learning disability, but this is not essential

Who you can expect to work with

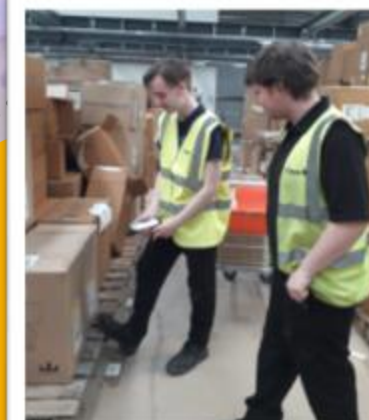
Our
volunteers

All colleagues
from across
the
organisation

People
Leadership
team and
wider people
directorates

Senior leaders
from across
the
organisation

The CEO,
Executive
team, Board of
Trustees



Mencap's values and how they apply to this role

We are
Passionate
about making
the world a
better place

You will be passionate about how you and your team can improve the lives of the people with a learning disability, reflecting how you and your team can learn and improve.

We are
Inclusive
of everyone

You will be inclusive by making sure that you and your team support all Mencap colleagues and volunteers. Within your team you make sure all voices are heard, and different views are listened to.

We are
Brave
we challenge
and try new
things

You will be confident to challenge and encourage others to try new things and step out of their comfort zone.

We are
Positive
in our work
and with each
other

You will be positive in how you work with your team. You will encourage them to share their own ideas and encourage honest and open conversations about what could be better.

We are
Kind
to everyone

You will be kind and considerate at all times, and will call out any behaviour that is not, so that people feel Mencap is a safe and place to work