



## Job Description

Job title: Senior HR Advisor

Department: HR

Jurisdiction: Jersey

### Purpose of the role

To ensure expert advice, guidance and consultancy services are provided which contribute to Group objectives and support a performance, learning and service driven culture. Working with the Partners, Directors and Senior Managers to proactively identify and resolve people management issues through the application of appropriate individual and organisational interventions.

### Key Responsibilities

- Provide robust HR advice and guidance to Partners, Directors and Senior Managers, acting as a trusted advisor on all people related issues.
- To adopt a proactive and supportive approach to managers in respect of guidance and working methods on individual and organisational development, policies procedures, good practice and working methods necessary to enhance performance.
- Leading and taking full accountability for delivery of both regular and ad-hoc people related projects.
- Implementing a regular contact programme with Partners, Directors to help develop their management and leadership skills, providing coaching as appropriate.
- Interpret workforce and broader data to predict and address challenges and work collaboratively with Partners, Directors in respect of a succession planning and talent management process that ensures continuity for identified business critical roles and meets the capability requirements of the directorate in the short and longer term.
- Supporting Partners, Directors with more complex individual people related issues.
- Support the HR Advisor team in the identification of talent and appropriate development positions globally.

### Competencies

- Experience working with Senior Managers and Directors.
- Proven track record in delivering sound generalist HR support to a medium / large sized business.
- Exposure to working on a global basis covering performance management, talent development and employee engagement.
- Used to working under pressure and to tight deadlines with multiple stakeholders.
- Confident and organised, with an ability to hold difficult conversations, and to make decisions quickly.

### Contact

To apply for this role please send your CV to [recruitment@ogier.com](mailto:recruitment@ogier.com)

Regulatory information can be found at [ogier.com](http://ogier.com)