

Senior Business Partner – People and Culture



Purpose

The Senior Business Partner is responsible for working closely with Senior Leaders to proactively plan and anticipate their Divisional business and workforce needs, in line with TSB's Workforce Strategy.

You will represent the Advisory function as a SME in cross functional project groups and provide advice, coaching and support to other members of the People function.

As a senior member of the Advisory team this is a visible and highly influential role where you partner with other teams in the People & Strategy function to deliver high-quality solutions and advice across the employee lifecycle, minimising risk to the business and lifting the people leadership capability of our managers, to support the achievement of business plans.

Role dimensions

- **Reports to:** Head of People Advisory
- **Division:** People and Culture
- **Job family:** Technical Specialist
- **Location:** New Plymouth
- **Direct Reports:** 0
- **Financial Authority:** N/A

Person specifications

- A relevant tertiary degree ideally in business, legal or human resources.
- 7+ years' experience in HR / People and Culture including 5 years' experience in an HR / People and Culture Business Partner role
- Knowledge of Agile Methodology (preferred)
- Up to date knowledge and application of relevant employment law and regulations.
- Experienced business partner, skilled at working with leaders to understand workforce capability requirements & implement solutions to meet these.
- Strong commercial acumen combined with a pragmatic and practical approach to providing solutions and guidance.
- Excellent interpersonal skills including strategic partnering, influencing, negotiation and gaining strong organisational skills with the ability to plan, prioritise and make decisions.

Role-specific areas of responsibility

- Partner with senior leaders across Technology, Product, and Marketing as a trusted advisor, providing expert guidance on all aspects of people management. Bring a strategic perspective that influences decision-making and drives business outcomes. Build credibility and enhance impact by demonstrating deep business understanding and strong commercial acumen.
- Coach senior leaders to improve their own leadership capability and effectiveness to support divisions delivering against their objectives.
- Partner with Technology and Product and Marketing to develop People Plans, identifying workforce requirements to support execution against business plans.
- Champion and embed agile principles across Technology and Product teams by aligning people practices with agile values such as transparency, collaboration, and continuous improvement.
- Enable flexibility by supporting internal mobility and cross-functional collaboration. Partner with leaders to match skills to evolving business needs, ensuring employees can move between projects and workflows to drive organizational agility and growth
- Support the Head of People Advisory in leading the Bank's employment relations practices and provide advice and guidance to others to ensure good practice and to minimise risk to the organisation.
- Support the Head of People Advisory to identify and understand workforce challenges and opportunities by 'keeping a finger on the pulse' of the organisation's workforce.
- Provide expert advice and guidance to Exec and Senior Leaders regarding all aspects of TSB's employee experience, enabling teams to be high performing.
- Provide subject matter expertise and support to people leaders on people-related policies and procedures so they understand required practices and adopt these effectively.
- Lead assigned P&C initiatives and represent P&C on cross functional projects.

From time to time there may be additional activity not contained within this position description that the appointee is to complete in the interests of the appointment and their own personal development.

This position description provides a broad overview of responsibilities. The position description is a living document, and the Bank reserves the right to amend from time to time as required.