

SENIOR EMPLOYEE RELATIONS (ER) MANAGER

Practice group/Global Operations team: HR

Type of Vacancy: Senior Manager (JF4)

Full time/Part time: Full Time

Location: Birmingham (with travel to other UK locations expected)

About Eversheds Sutherland:

Eversheds Sutherland is not your average law firm and we're not looking for average people. We do things differently - in the way we treat our people and the service we provide. That's how we've become one of the largest law firms in the world and a great place to work and develop your career. Eversheds Sutherland prides itself on being a great place to work. Your task would be to help us to deliver it.

Working as part of a professional team you'll achieve personal satisfaction by using your skills to the full, getting involved right across the spectrum of ER activity and making a real difference to our business. You will be the lead in defining and delivering on the ER strategy/plan for the various Practice Groups, you will play a key role in implementing key firmwide people related initiatives within all client groups.

Our Purpose:

Helping our clients, our people and our communities to thrive. We are proud of our culture and the values that guide our behaviour.

Together we are:

Collaborative / Creative / Professional / Inclusive / Open

For talented, ambitious individuals there's no better place to be working in the law.

Key responsibilities:

- Acting as the lead for all core employee relations activity across the UK, aligning to the HR firm-wide strategy and core business values.
- Providing an advisory service from a consistency perspective and support for international offices (not expected to know international employment law).
- Leading a team of two ER Business Partners (North and South), providing direction, guidance and support with complex cases.
- Creation and execution of the ER strategy and deliverables, ensuring that operational needs are met alongside strategic project work.
- Ensuring that the business is working to agreed operating model to ensure consistency and efficiency.
- Handling complex cases (with the support from ERBP's) where necessary.
- Challenging existing ER ways of working to ensure maximum efficiency across BAU.
- Supporting the wider HR teams and HR Leadership Team in driving and managing change (ER systems, policies, template documents, training and guidance) effectively, using change management tools and processes to ensure that practice groups continue to operate effectively.
- Monitoring, measuring and reporting on ER issues, opportunities and development plans and achievements, through ER data analysis, to enable fact based decision making.
- Taking accountability for ensuring that decisions are accurately captured and processed.

- Enabling the HRBP's in the delivery of training sessions to line managers on all relevant aspects of ER where appropriate.
- Monitoring trends and taking appropriate action; enabling continuous improvement and adopting a lessons learnt approach
- Building on stakeholder relationships with other centres of expertise and the HR team overall.
- Able to provide excellent stakeholder management and ensure positive client service experience.

Skills and experience:

- Successful candidates will be fully CIPD qualified and have a varied experience in a generalist ER management role, ideally from professional services, but primarily experienced in working in a large and complex international organisation.
- Sound understanding of Employment Law and its application.
- Must have sound understanding and practical experience of complex ER procedures and processes such as employment tribunals, disability, diversity, equal opportunities and L&D delivery. In addition, we are looking for someone with a well-developed commercial acumen, with the ability to contribute to the wider business and ER agenda.
- Well-developed diplomacy, listening and influencing skills. You will demonstrate a range of influencing skills, personal impact and communication skills that will ensure success and command instant credibility at all levels of the firm.
- Excellent IT skills; competent Excel skills essential and competent in the use of information systems highly desirable.

Key competencies:

- Ability to drive change in a partnership, providing 'friendly challenge' and innovative thinking
- Confident and credible in dealing with internal and external stakeholders
- Strong financial acumen and ability to understand the performance of the practice groups
- A good understanding of how to add value in the ER/HR arena and demonstrate this value within an organisation.
- Creative, commercial and able to think laterally in identifying and developing opportunities.
- You will approach your work with a practical can-do mentality. In this role, you will need to have the ability to work with minimum supervision, in an autonomous and independent way and the ability to manage a varied and complex case load.
- Consistently positive attitude and 'can do' approach, as well as the ability of being able to work well on your own initiative and as part of a wider team.
- Solution oriented with a lively, energetic and positive outlook. Pragmatic, robust and resourceful, with the ability to adapt quickly to different situations and personalities
- Evidence of ability to build strong internal relationships at the highest level in order to implement strategic change.
- Confident enough to challenge constructively combined with a level of resilience

We're a modern, progressive law firm. We think differently and we've built a culture where individual skills and personalities can shine through. At Eversheds Sutherland we believe that innovation comes from a culture of genuine equality and diversity and we are happy to discuss any reasonable adjustments individuals may require in the recruitment process, or once in post. Eversheds Sutherland endeavours to recruit and fill vacancies directly. However, when we do need to engage with agencies, Eversheds Sutherland operates within a preferred supplier list.