

## Resourcing Business Partner

<b>Generic title</b>	Business Partner
<b>General Description</b>	A technical or functional support role expected to support closely defined tasks within company procedures and industry standards. Interacts with a wide variety of stakeholders, including senior directors within the business.

## Competencies

<b>Achieving Results</b>	Will set goals for self in own work environment Demonstrates enthusiasm for the job
<b>Analytical thinking and decision making</b>	Rational and systematic analysis of situation to enable decisions on more varied issues Questioning the evidence to evaluate issues
<b>Communication</b>	Ability to choose most appropriate style of communication Able to listen actively by which we mean hearing and interpreting what is said Demonstrating sound questioning techniques
<b>Dealing with change</b>	Positive attitude to change when presented Contributes to change in own area of work
<b>Teamwork</b>	Contribute to the overall team objectives Understand how to be part of a team Regularly cooperate with team members
<b>Leadership</b>	The capacity to assume some position of influence within a team
<b>Managing resources</b>	Works effectively within time and budget constraints set by others Looks to complete on schedule and recover slippage
<b>Negotiation</b>	The ability to discuss and agree priorities
<b>People Development</b>	Can respond within tested frameworks of development to identify own needs Uses personal experience to build own skills

## Role definition

<b>Summary of role</b>	Work with designated business areas through the whole of the recruitment life-cycle for directly employed, monthly paid staff. Working in partnership with both the hiring manager and candidate you will ensure that the recruitment process is a proactive, positive and professional one to all associated parties.
<b>Responsibilities and accountabilities</b>	<p>Ensure that all recruitment follows the correct process through designated routes and ensure that all recruitment activities are planned, executed and consistently delivered to the highest standards.</p> <p>Manage all aspects of the recruitment process, including advertising roles, responding to applicants, pre-screening applicants, arranging interview dates and sending out arrangements, making verbal offers and providing feedback to unsuccessful candidates.</p> <p>Ensure that there are clear, written resourcing plans in place for all vacancies under your area of responsibility that are regularly reviewed, updated and delivered.</p> <p>Constantly deploy both traditional and innovative recruitment methods to source the best quality candidates in the most effective way, ensuring additional costs of recruitment are minimised.</p> <p>Be an advocate for the Applicant Tracking System (ATS) and that all approvals and recruitment flows through the system.</p> <p>Deliver training to line managers on the ATS</p>

	<p>Ensure that the ATS system is kept up to date from both a candidate and role perspective and it is compliant for all internal and external audit requirements. Building candidate talent pools to use for future recruitment campaigns. Promoting Morgan Sindall's brand profile across all attraction sources to the highest standards and stands out within the given business sector. Complete the drafting and execution of internal and external job adverts, ensuring they are fit for purpose to be used across all attraction formats and meets Morgan Sindall brand guidelines. Searching for and using new and innovative recruitment methods to attract suitable candidates to the business. Assure compliance with legal and company recruitment policies and procedures and ensure the Company is protected against risk. Assist with the production of high quality role definitions and person specifications and ensure that the information is correct, compliant, consistent and relevant to the role, company standards and legal requirements. Assist in managing redeployment for internal staff on the redundancy list. Liaise with recruitment agency preferred suppliers. Contribute to the development of company recruitment best practice guidelines, processes and general practices. Build robust and credible relationships with a variety of stakeholders within the business – from Managing Directors, functional heads, all levels of employees (including those who are site based) Work closely with the other members of the recruitment team to ensure adequate cover in the event of holidays and sickness Undertake and sometimes lead ad hoc recruitment related projects, under the guidance of the HR director</p>
<p><b>Qualifications, training and technical knowledge</b></p>	<p>Experience within recruitment essential and within the construction industry ideally. Experience of delivering exceptional customer service. Knowledge of using an applicant tracking system to track all candidate journeys. Experience of managing multiple tasks with multiple stakeholders, both internal and external. Experience of using multiple attraction channels to bring in best in class candidates. Confidence in managing the performance/poor performance of agency suppliers. Proficient in the use of MS Office applications in particular Word, Excel and Outlook. Confidence using on line tools and services and navigating the Internet Ability to produce presentations or promotional material to high standards Needs to be used to managing a high workload of varied vacancies (45+ at any one time)</p>
<p><b>Attributes and skills</b></p>	<p>Some supervision skills Ability to manage an ever changing list of priorities and vacancies Able to deal with challenging people in a calm and professional manner Ability to work well either alone or as part of a team Some knowledge of construction practices and standards within their subject Good writing, analytical and problem solving skills Ability to follow oral and written instructions Ability to handle situations and problems Know when to ask for help and guidance Needs to be flexible and able to travel across the businesses they are responsible for recruiting for.</p>

