



Vacancy Summary

Job Title: HR Business Partner

Salary: Circa £40k per annum

Location: Winchester base, county wide working

Hours: 37 hours per week (flexible working options available)

Type of Contract: Permanent

Dreaming of an HR role where people really do come first?

In this new role, you'll play your part in creating a culture where people thrive. We have a new, ambitious people strategy to deliver and can't wait to see it come to life. You'll partner key stakeholders in our Arts, Finance and Marketing teams working seamlessly as part of their management teams, leading the people agenda.

As well as leading operational delivery of people process across the employee life cycle you'll act as coach and guide to line managers, supporting them to grow and develop as leaders. You'll also take the lead on a number of exciting people projects and support us to shape the areas of Learning and Development, Performance and Resourcing across the entire organisation.

You'll join a supportive and highly motivated team of people professionals in a business that truly values its people and puts them at the heart of decision-making.

A bit about you

You hold a Level 5 CIPD, or equivalent qualifications combined with practical application through significant experience in a similar role. A key strength is your ability to build and maintain relationships at all levels of the organisation, working in partnership as an integral part of the management team. You will bring experience of shaping the learning and development agenda and an interest in talent attraction, selection and onboarding.

As no two days are the same here, you will be comfortable pivoting to balance day-to-day operations with strategic project delivery. You'll also have plenty of self-motivation and strong project management skills to drive our workplan forward.

What it's like to work for us

At Hampshire Cultural Trust we have a vision to create inspirational culture experiences that enrich and transform lives. We manage and support 23 attractions across Hampshire and deliver county-wide outreach programmes that bring great culture to local communities. We also deliver a diverse



range of wider social impact initiatives targeted at those who are most vulnerable or disadvantaged and who would not usually have access to arts and culture.

We are committed to promoting equality and diversity and a culture that actively values difference. We recognise people from different backgrounds and experiences bring valuable insights to the workplace and enhance the way we perform and work. Our levels of employee engagement are high and our organisational culture positive.

The benefits of working for us

- 25 days annual leave (prorated for part-time working)
- Pension – 5% employee and 7.5% employer contribution
- Life assurance – 3 x annual salary
- Opportunities to learn, develop and progress
- Cycle to work scheme
- Health cash plan
- Employee assistance programme – counselling, GP and prescription services
- Occupational health support
- Team card - free access to our charged venues and discounts across café and retail
- Flexibility in hours and location

To apply please forward a copy of your CV together with a cover letter explaining why you are interested in this role to recruitment@hampshireculturaltrust.org.uk Please note applications without a cover will not be considered.

Closing date for applications: 30th January 2022.

Interview date: This is a dynamic selection process with applications reviewed regularly. We aim to hold first stage interviews from the 17th January 2022 onwards.

To find out more about us visit our website www.hampshireculture.org.uk