Scottish Canals are looking for a highly skilled Head of People who will be responsible for providing Human Resource functions and expertise including but not limited to; employee wellbeing, relations, inclusion and diversity, talent management and development, performance improvement, resourcing, employee engagement, learning and development, reward and benefits, and organisational development.

This role is offered on a permanent full-time basis, attracting a competitive salary of circa £50,000 per annum. The successful candidate will participate in a blended working model with 3 days at home and 2 days in the Glasgow or Falkirk office. Scottish Canals also offers flexible working, a generous annual leave entitlement of 34 days rising to 39 after 5 years (inc. public holidays), along with enhanced company sick pay, childcare vouchers, discounted shopping vouchers, and a contributory pension scheme with up to a 10% employer contribution.

As a member of the Senior Management Group, the Head of People contributes to the shared governance of Scottish Canals, take a leading role in implementing the strategic plans and priorities of the People Strategy whilst promoting Scottish Canal’s vision, values and reputation. The Head of People is responsible for leading and contributing to the priorities identified through the Corporate Plan delivering continuous improvements in performance and outcomes across services delivered via the People Strategy with alignment to Scottish Canals annual Business Plan. As the Head of People, you will also be responsible for 3 staff, plus additional consultant support, and have budget responsibilities inclusive of payroll and pension administration (£10m).

**The main duties of the Head of People are:**

* Responsible for the creation, implementation and delivery of people strategies designed to support the overall corporate agenda
* Responsible for managing and leading a People Team that provides a service and expertise of all aspects of HR to the business
* Promote a positive culture of empowerment, creativity and innovation which challenges existing ways of working, promotes change and recognises and rewards success.
* Develop, support, and maintain the optimum strategy for constructive union relationship partnerships
* Ensure compliance with Scottish Canal’s external and internal Corporate Governance Framework in line with the statutory, regulatory, and best practice requirements of Scottish public bodies an employment law

**Specific duties:**

* Lead strategic organisation wide projects i.e. job evaluation.
* Liaise with Scottish Government and implement any public sector wide projects, processes, or initiatives within Scottish Canals.
* Design and delivery of a variety of People Strategy projects across the business.
* Take overall responsibility for the leadership, motivation, and development of staff within the People Team.
* Providing support to high risk cases and adding value at all levels.
* Provide advice, guidance, and leadership to line managers on complex people management issues.
* Support and guide the team in the delivery of transactional HR tasks and strategic projects.
* Lead in the development of management and leadership capabilities throughout the business.
* Responsible for the management of skills analysis throughout the business, ensuring staff are suitably trained, qualified, and skilled in their roles to meet business demands.
* Horizon scanning, sharing good practice, continuous improvement by challenging current working practices at Scottish Canals.
* Embed a culture of Equality, Diversity, and Inclusiveness.
* Managing, embedding, and building the relationship with the full-time representatives of the Trade Unions (Unison and Unite) including monitoring of adherence to the appropriate agreements.
* Negotiation of employment matters at a local and national level.
* Facilitate positive employee relations jointly with TU partners.
* Resolution of complex workplace disputes.
* Act as Scottish Canal’s principal HR adviser in terms of matters concerning legal compliance ensuring Scottish Canal’s reputation and risk of beaching legal compliance is controlled and risk minimised.
* Continuous improvement of policies and procedures to ensure compliance with relevant legislation, regulations and best practice ensuring proportionate monitoring systems, communication arrangements and remedial mechanisms are in place – lead on the People Risk Register.

**Essential Criteria**

**Qualifications and knowledge required:**

* In receipt of Chartered or Fellow membership of CIPD.
* Degree or equivalent in a relevant discipline.
* Proven record of achievement in a multi-functional organisation.
* Experience of delivering at a senior level – ideally in a public sector body.
* Strong analytical and negotiation skills.
* Ability to understand complex information.
* A proven record of effective partnership working across professional, service, and organisational boundaries.
* Depth and breadth of HR Generalist experience at a senior level

**Leadership**

You must be a collaborative and inclusive leader inside and outside the organisation, working with others to set a compelling vision, providing direction, delivering results, building and maintaining positive and trusted relationships and capability, motivating and inspiring staff through times of change and challenge.

A track record of commitment to collective leadership with good evidence of building enabled, empowered and resilient teams.

Strong decision-making skills with the ability to utilise internal and external business insight.

**Relationship Management**

You must be effective in building relationships that generate confidence, respect, and collaborative working at all levels, but in particular at senior levels, operating with sensitivity and political acuity.

**Strategy**

Successful experience of working with Boards, CEOs, and other senior executives in the delivery of People Strategies.

**Personal Resilience**

Be able to demonstrate the determination, focus and self-awareness needed to look after yourself and those you lead, enabling you and your team to sustain effectiveness at a senior level.

**Scottish Canals strives to be diverse and inclusive and a place where we can all be ourselves. We welcome applications from all backgrounds and are a disability confident employer. If you need any assistance in applying for this role please e-mail** [**kbettoli@aspenpeople.co.uk**](mailto:kbettoli@aspenpeople.co.uk)