



Senior People Partner

One-Year Fixed Term

Post Reference: NU7426

Salary Scale: £44,746-£50,253 per annum (Pay Award Pending)

Vice-Chancellor

Professor Jackie Dunne

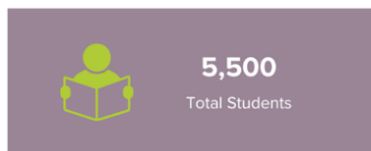


Birmingham Newman University is located on Genners Lane, Bartley Green, Birmingham,
West Midlands, B32 3NT.

At Birmingham Newman University, we believe in the power of education to transform lives and in the potential of every individual. Our vision is to provide an inclusive and supportive environment where people are recognised, encouraged, and empowered to make a meaningful difference in their communities, industries, and the wider world.

Students, staff, and partners are more than just a number – they are recognised, encouraged, and empowered to create meaningful change. We believe that education is transformative, enabling students to see the world in new ways and to make a positive difference within it.

Building upon our Catholic heritage since 1968, Birmingham Newman has grown into a modern, inclusive university that welcomes people from all backgrounds and world views. Our values remain central to everything we do, serving as a foundation for a vibrant, diverse, and forward-looking academic community. We are proud of this heritage and continue to champion fairness, equality, and opportunity in everything we do.



We take pride in our diverse, friendly, and inclusive environment, where every student is valued, supported, and encouraged to achieve their goals. We put student success and wellbeing at the centre of everything we do, made possible by the expertise and professionalism of our dedicated staff community. Our future is shaped by a clear vision and a set of goals that reflect both our mission and our ambition, to be **the leading university in inclusive education for the graduate workforce of tomorrow**. At the heart of this is our commitment to **a values-driven, high-quality university education**.

Our focus on partnership with students and staff underpins everything we do, and this is reflected in national recognition of the quality of our student experience. We have recently been named The Times and Sunday Times University of the Year for Social Inclusion (2026), ranked 1st in England for Student Satisfaction in the Complete University Guide (2025), and named West Midlands University of the Year by WhatUni (2025). In the National Student Survey (2025) we also placed in the top ten in England for full-time student satisfaction for the second consecutive year.

We are proud to be among the top UK universities for widening participation, coming 6th in the HEPI Social Mobility Index (2024). Ninety-nine per cent of our students come from non-selective state schools, 72% are the first in their family to attend university, and over 45% come from Black, Asian, or minority ethnic backgrounds. This diversity is a strength of our community and central to our mission.

Over the past ten years our modern single-site campus, eight miles southwest of Birmingham city centre, has benefited from a significant programme of ongoing capital investment. We have built teaching, learning, and social spaces that are deliberately designed to support our community of staff and students to interact and learn together. Our

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portfolio of taught courses has also expanded in that time, reflecting our strategic goal of growing the university in ways that meet pressing social and economic needs of our region. Our specialist teaching spaces in Nursing and Allied Health, Teaching, Psychology, Sport, Law, and Computing support learning that produces highly-skilled practitioners from diverse backgrounds.

Birmingham Newman University is more than a place of study or work. It is a community rooted in care, respect, and ambition for our staff our students and the University as a whole; where staff and students work together making a difference not only in their own lives, but in their communities, professions, and the wider world.

Job Description

Job Title: Senior People Partner (One Year Fixed Term, Projects Focus)

Grade: 8

Salary: £44,746 - £50,253 per annum (Pay Award Pending)

Hours: 37 hours per week

Department: Human Resources

Reporting to: Deputy Director of Human Resources

Purpose of Post:

This role has been established on a fixed-term basis to provide the delivery of critical and strategic HR projects and compliance with evolving legislative and regulatory requirements.

The People Partner will provide expert, proactive HR partnering with a particular focus on strategic HR project delivery, complex employee relations and legislative compliance. The postholder will support the HR team in enhancing operational capacity, leading key institutional initiatives such as the introduction of the University's eRecruitment system and supporting the delivery of the University's Strategy and the People and Culture enabling plan.

Main responsibilities:

- Lead and enhance employee engagement and experience initiatives across the organisation
 - Manage and continuously improve the staff induction and probation processes.
 - Coordinate and deliver organisation-wide learning and development programmes, including mandatory training.
 - Drive the HR digital transformation and process improvement initiatives, including but not limited to the optimisation of the integrated People System (iTrent), the procurement of the iTrent eRecruitment and onboarding modules and the organisational Student Records System (SRS) project
 - Lead the development and implementation of performance review processes.
 - Manage apprenticeship programmes and maximise use of the Apprenticeship Levy.
 - Provide expert advice and support to managers on employee relations matters, including performance, absence, grievance, disciplinary and organisational change.
 - Analyse people data and produce meaningful insights to support strategic decision-making.
 - Support the review and development of HR policies, procedures and people initiatives.
1. Lead the development, optimisation and governance of the integrated People System (iTrent), including the implementation and operationalisation of the University's eRecruitment system, working collaboratively across departments to ensure

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successful project outcomes, stakeholder engagement and system integration across the institution.

2. Drive the HR digital transformation and process improvement initiatives that enhance efficiency and employee experience, contributing to wider organisational initiatives and continuous improvement programmes e.g., the University's Student Records System (SRS) project
3. Support the University in preparing with changes anticipated as a result of the new Employment Rights Act and other relevant employment legislation: interpreting legislative changes and translating them into practical guidance for managers and stakeholders, reviewing internal policy, procedure and guidance documents and providing proactive advice on employment law developments to staff at all levels of the University, including delivering 'briefing sessions' for both staff and managers
4. Review current HR operational processes and identify opportunities for streamlining and efficiency improvements, driving service standards, KPIs and continuous improvement
5. Support organisational change programmes and strategic people initiatives.
6. Ensure compliance with employment legislation, GDPR, sector regulations and organisational policies
7. Provide expert advice and guidance on complex employee relations matters, ensuring fair, consistent and legally compliant outcomes
8. Support a range of casework, including disciplinaries, grievances, capability and absence management, coaching and supporting managers to build confidence and capability in managing people-related issues and ensuring that all case management aligns with best practice and the University's internal policies and procedures,
9. Build strong and credible relationships with managers and leaders across the University, acting as a trusted partner on people-related matters,
10. Support the delivery of a high-quality, responsive HR service that meets organisational needs
11. In accordance with the University's Information Security Policy, dealing with 'restricted information' and or 'highly restricted information'

2. Health & Safety:

- Under the Health & Safety at Work Act 1974 the post holder must take reasonable care of their own health and safety and that of any other person who may be affected by their acts or omissions. The post holder must also co-operate with the University on all matters concerning health and safety and not interfere with, or misuse, anything provided for the purpose of health, safety or welfare. The post holder must follow Health & Safety requirements in line with their training and instruction, and report to management any unsafe acts or conditions, defects in

equipment or facilities that have the potential to affect health and safety. The post holder must report to management any injuries they receive whilst at work.

- Where post holders line manage staff and services, they will be responsible for the health, safety and welfare of those staff and services in accordance with the University's Health & Safety Organisational Arrangements.

3. General Terms

- The place of work is Birmingham Newman University. Please note that this role requires the postholder to work wholly or predominately on campus
- Variation to Job Description: This job description summarises the main duties and accountabilities of the post and is not exclusive. The post holder may be required to undertake other duties of a similar level of responsibility. It is anticipated that this job description will change over time in accordance with the needs of the role and the post holder will be consulted on any proposed amendments. Therefore, University reserves the right to vary the duties and responsibilities of its employees within the general conditions of employment and related matters. Thus, it must be appreciated that the duties and responsibilities outlined above may be altered as required to meet the changing needs of the service.
- It is a condition of employment that staff will not disclose any information obtained in the course of their duties other than to those entitled to receive it. The post holder must ensure that the confidentiality of personal data remains secure and that 'restricted information' or 'highly restricted information' to which they have access remains confidential during and after their employment at Birmingham Newman University. All staff must undergo appropriate data protection training as defined by the University's Data Protection Policy and comply with the University's Information Security Policy and IT User Policies including the General Conditions of use of Computing and Network Facilities, Bring Your Own Device Policy and Wireless Networking Policy.
- All staff are required to act in a way that safeguards the health and wellbeing of children and vulnerable adults at all times. The post holder must be familiar with and adhere to appropriate safeguarding policies and guidance and participate in related mandatory/statutory training. Managers have a responsibility to ensure their team members understand their individual responsibilities with regard to safeguarding children and vulnerable adults.
- All staff are required to participate in the University appraisal process and should ensure they are familiar with the process, attend the mandatory training and plan time to prepare for their appraisal. Following the appraisal, staff are expected to undertake in any necessary learning and development and work towards the objectives that have been set.
- The University expects staff to attend any training designated as mandatory and to undertake learning and development activities to support their role.

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- All absence from work must be reported in accordance with the University's Absence Management Policy and recorded on iTrent and staff are expected to be familiar with and follow the Policy.
- The University acknowledges its responsibility to provide a safe, smoke free environment, to its employees, service users and visitors. It is the policy of the University not to allow smoking on University premises other than in specifically designated areas.

4. Person Specification

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
Educational Qualifications and Training	Degree-level qualification or equivalent experience	Application	Postgraduate level qualification or relevant experience	Application
	Chartered member of the CIPD	Application		Application
	Evidence of continuing professional development interventions	Application		
Relevant work experience and/or knowledge	Strong working knowledge of UK employment law and HR best practice	Application/ interview/test	Experience of operating as a HR practitioner within the higher education, arts, cultural, charity or not-for-profit sector/s	Application/ interview/
	Significant experience in a generalist HR Advisor / Business Partner role	Application/ interview/test		
	Proven experience of managing complex employee relations cases	Application/ interview/test	Experience of implementing an eRecruitment system from start to finish	Application/ interview/test
	A proven track record of improving operational processes and service delivery	Application/ interview	Experience in operating iTrent HRMS	Application/ interview/test
	Experiencing of advising and influencing managers at all levels	Application/ interview/test		
	Experience of leading or contributing to HR	Application/ interview		

Criteria	Essential	Form of Assessment (*amend as applicable)	Desirable	Form of Assessment (*amend as applicable)
	projects or change initiatives Experience of reviewing and developing HR policies, procedures and protocols Strong understanding of workforce data, planning, reporting, analytics and governance	Application/ interview Application/ interview		
Relevant and/or Specific skills required	Excellent analytical and problem-solving skills. Strong communication and stakeholder management skills with the ability to influence and challenge constructively Expertise in operating HR management and digital systems Ability to work independently and manage competing priorities. High level of professional judgement and decision-making capability. Strong organisational and project management skills.	Application/ interview/test Application/ interview Application/ interview Application/ interview/test Application/ interview/test Application/ interview/test		
Other	A basic DBS check will be required for this role Ability to work flexibly	Pre-employment check Interview		

General Terms & Conditions of Employment

This post is a full time appointment, offered on a fixed term basis. It will be remunerated on the single pay spine, at Grade 8 £44,746-£50,253 per annum with pay award pending. The appointment is subject to meeting all pre-employment clearances and requirements of the Person Specification.

All new employees undergo a period of probation in accordance with the University Probationary Scheme and confirmation of employment is dependent on the satisfactory completion of that probationary period.

The standard hours of work are based on 37 hours per week for Professional and Support Staff and 35 hours per week for Academic Staff. Your line manager will discuss with you the required working hours.

The University holiday year runs from January to December for Professional and Support Staff and from September to August for Academic Staff. The post carries an entitlement to 35 working days (for a full-time position, otherwise pro rata) of paid leave during the course of the holiday year (pro rata if the appointment is made during the holiday year), in addition to Statutory Bank Holidays. There may also be discretionary days and days when the University is closed on particular dates in the interests of efficiency.

Disclosure and Barring Service

It is a condition of employment that all relevant posts are vetted by the Disclosure & Barring Service (DBS) and if it applies to this appointment, you will be required to undertake a DBS check. The University will pay the fee for this service. Any false declarations or any findings from the Disclosure could affect the suitability for employment.

Pension and Auto Enrolment

If you meet the criteria set out below and are not already an active member of any of our pension schemes, the University is required to auto-enrol you into a suitable pension scheme.

The criteria for auto-enrolment are:

- Age - if you are 22 or over but no more than State Pension Age
- Earnings - a minimum of £10,000 per year
- Working in the UK

The pension schemes supported by Birmingham Newman University are:

- <https://www.teacherspensions.co.uk> - Teachers' Pension Scheme for academic staff
- <http://aviva.co.uk> - Aviva Scheme for professional and support staff
- <http://www.nestpensions.org.uk> - National Employment Savings Trust, NEST for staff not eligible to join either of the above schemes

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You will be auto-enrolled into the [National Employment Savings Trust](#) (NEST) unless you are an academic and eligible to contribute to TPS, or other member of professional and support staff employed on a substantive contract of employment, in which case you will be auto-enrolled into Aviva, our defined contributory scheme. You will receive a notice from the University Payroll Department telling you that you have been auto enrolled and advising you of your options, including the right to opt out. Once you have been auto-enrolled, you will have an option to opt-out of the pension scheme and receive a refund of your first contribution. There is a time limit of one month in which to do this, and you will have to contact your pension scheme to make this happen; **the University is prohibited, by law, from helping you to opt-out.**

Staff Benefits

We offer a wide range of Staff Benefits including 35 days annual leave entitlement plus bank holidays (pro rata for part time posts), pension scheme, chaplaincy and spiritual care, library services, free on-site parking, discounted travel scheme, cycle to work scheme, employee assistance programme, occupational health and counselling services and staff development opportunities. Further details of the full range of staff benefits available can be found on our website: [Birmingham Newman University - Jobs - Staff benefits](#) or please contact the Human Resources Department.

Procedure for Application

Application forms should be completed and submitted online via the Application Form link for each advertised post. CV's and covering letters are not accepted as part of the application process unless explicitly stated. Considerable emphasis is placed in the shortlisting process on how candidates demonstrate in their application that they possess the qualifications, experience, skills and qualities which are required for the post.

Application forms should therefore refer explicitly to how you meet the essential and desirable criteria for the post you are applying for.

The University is an Equal Opportunity Employer, and we operate the Disability Confident Employer Standard which amongst other things guarantees an interview to disabled applicants who meet the essential criteria of the job specification.

Two referees should be identified who must be people who can comment authoritatively on you as a person and as an employee in relation to the level of the post and must include your current or most recent employer or their representative. You must disclose whether you are related to any employee of the University, or to any member of the Council. Canvassing for appointment disqualifies you from being selected for interview or being appointed to the post in question.

Should you be selected for interview please be aware that we are unable to reimburse interview expenses. If you have not heard from us within four weeks of the advertised closing date, please assume that you have not been shortlisted on this occasion.

Closing date for applications: 14th October 2026

Interview date to be confirmed

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Privacy Notice

Birmingham Newman University collects and processes your personal data in order to take steps at your request prior to entering into a contract and so that it can meet its statutory and legal obligations. For further information about how Birmingham Newman University processes and protects personal data please refer to [Policies and procedures - Birmingham Newman University](#)