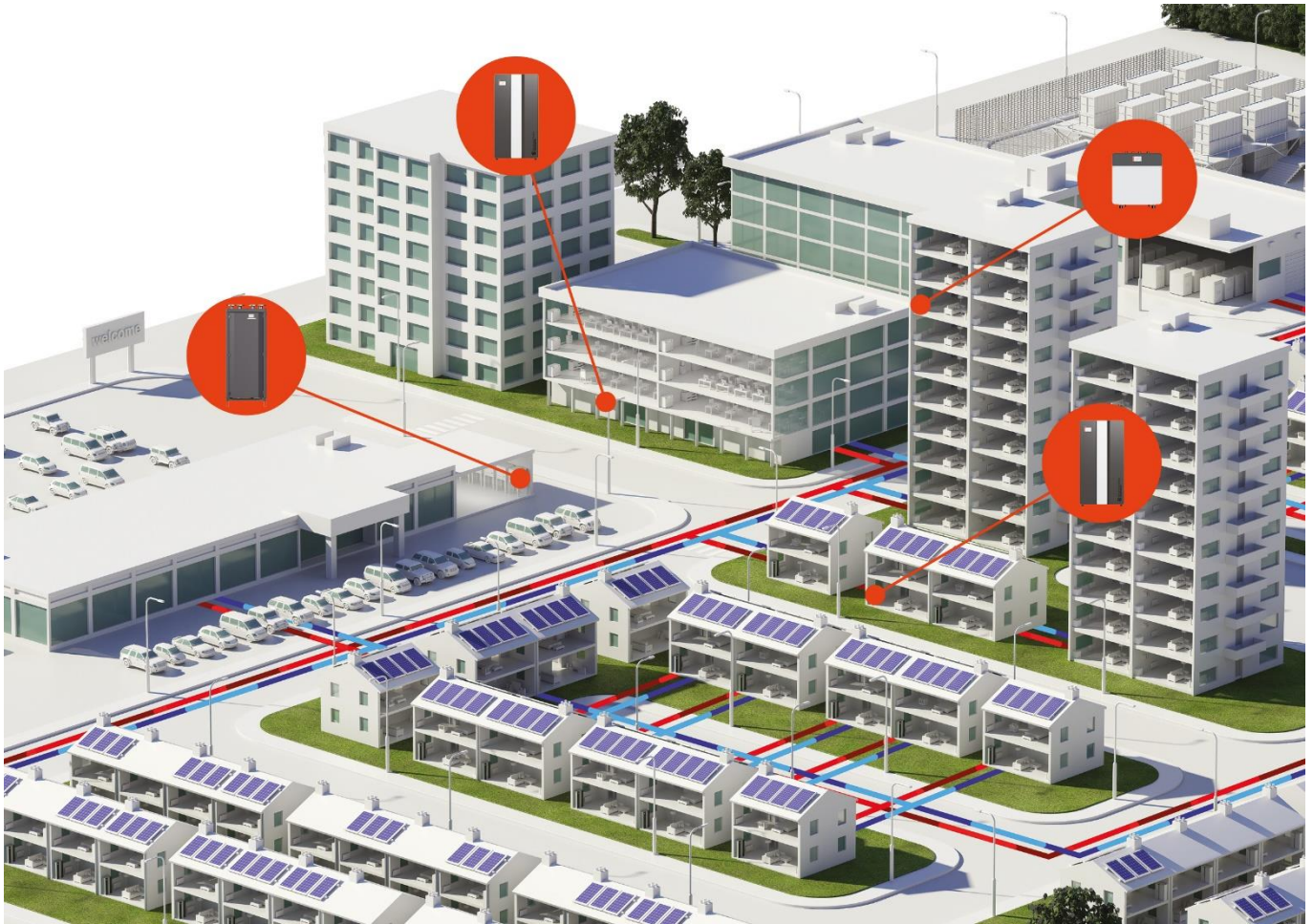




Senior HR Business Partner

Work base: Truro (Hybrid working)



General Summary

The Kensa Group represents award-winning British engineering at its finest - the UK's leading manufacturer of ground source heat pumps (Kensa Heat Pumps) and the UK's pioneer of their mass-scale installation (Kensa Contracting).

The Kensa Group is transforming how Britons heat their homes, delivering a 21st-century alternative to the gas grid. With over two decades of proven expertise in low carbon technology, we want to connect people in homes and businesses across the UK to cleaner, greener, and cheaper heat. Together, we will meet the UK's ambition to install 600,000 heat pumps every year by 2028 and be net zero by 2050.

The Kensa Group is the leading manufacturer and installer of ground source heat pumps and is poised for rapid growth. Octopus Energy and Legal and General Capital invested £70m in 2023 to enable the business to rapidly grow and install 50,000 heat pumps a year by 2030. This will drive down the costs of heat pumps and reduce reliance on polluting gas boilers.

This investment will make heat pumps even more accessible to more properties, including retrofits for social housing, terraced housing, and non-domestic buildings. It will also enable Kensa to offer house builders, housing associations, and non-domestic customers their 'Networked Heat Pumps' solutions at a lower cost. This effectively creates a new renewable asset class, kick-starting a sector that could exceed £1bn by 2030.

Role Overview

We are recruiting for a Senior HR Business Partner, reporting to the HR Director (to be appointed) to operate as a strategic partner to the leadership team and management community of Kensa. The SHRBP will play a critical role in ensuring that our people strategies align to Kensa's business goals and challenges, and that we develop and implement HR solutions to support those objectives.

The SHRBP also plays a vital role in supporting the business leaders and managers by providing guidance and challenge so that we support, engage and develop our people well and in line with our values. The SHRBP will be an expert adviser, a wise coach and a critical friend to the senior team, together making Kensa a more fulfilling, high performing and enjoyable place to work.

This role sits at the heart of the HR support for Kensa as it goes on its exciting growth journey – exciting to be part of but, of course, not without its challenges. It will involve the individual working closely with the senior team and management team in Kensa to help shape the future direction and make a difference to the delivery of Kensa's goals.

Key Responsibilities

1. Strategic Alignment:
 - Collaborate with senior management to understand business goals and challenges.
 - Align HR strategies with organisational objectives to drive overall business success.
 - Proactively identify opportunities to enhance organisational effectiveness through HR initiatives.
2. Management Capability:
 - Provide coaching on how to deal with the breadth of performance management including how to onboard new starters, how to develop stars, how to manage behavioural issues and how to manage under performance.
 - Provide best practice advice on building a team; facilitate team building exercises.
 - Give managers open, supportive and direct feedback to support managers' learning.
 - Be able to direct managers towards resources for their own development.
3. Talent Management:
 - Lead talent management initiatives, including talent development and career paths.
 - Collaborate with leadership to identify key positions and develop strategies for attracting, retaining, and developing top talent.
4. Performance Management:
 - Oversee the performance management process, providing guidance on goal setting, feedback, and development plans.
 - Work with managers to address performance issues and implement improvement plans.

5. Organisational Development:

- Facilitate change management initiatives and support leaders in navigating organisational change.

6. Compensation and Benefits:

- Provide guidance on salary reviews, incentive programs, and other reward and recognition initiatives.

7. Employee Relations:

- Provide guidance and support on employee relations matters, ensuring a positive and inclusive workplace culture.
- Address and resolve complex employee relations issues, working with external third parties as appropriate.

8. HR Analytics and Metrics:

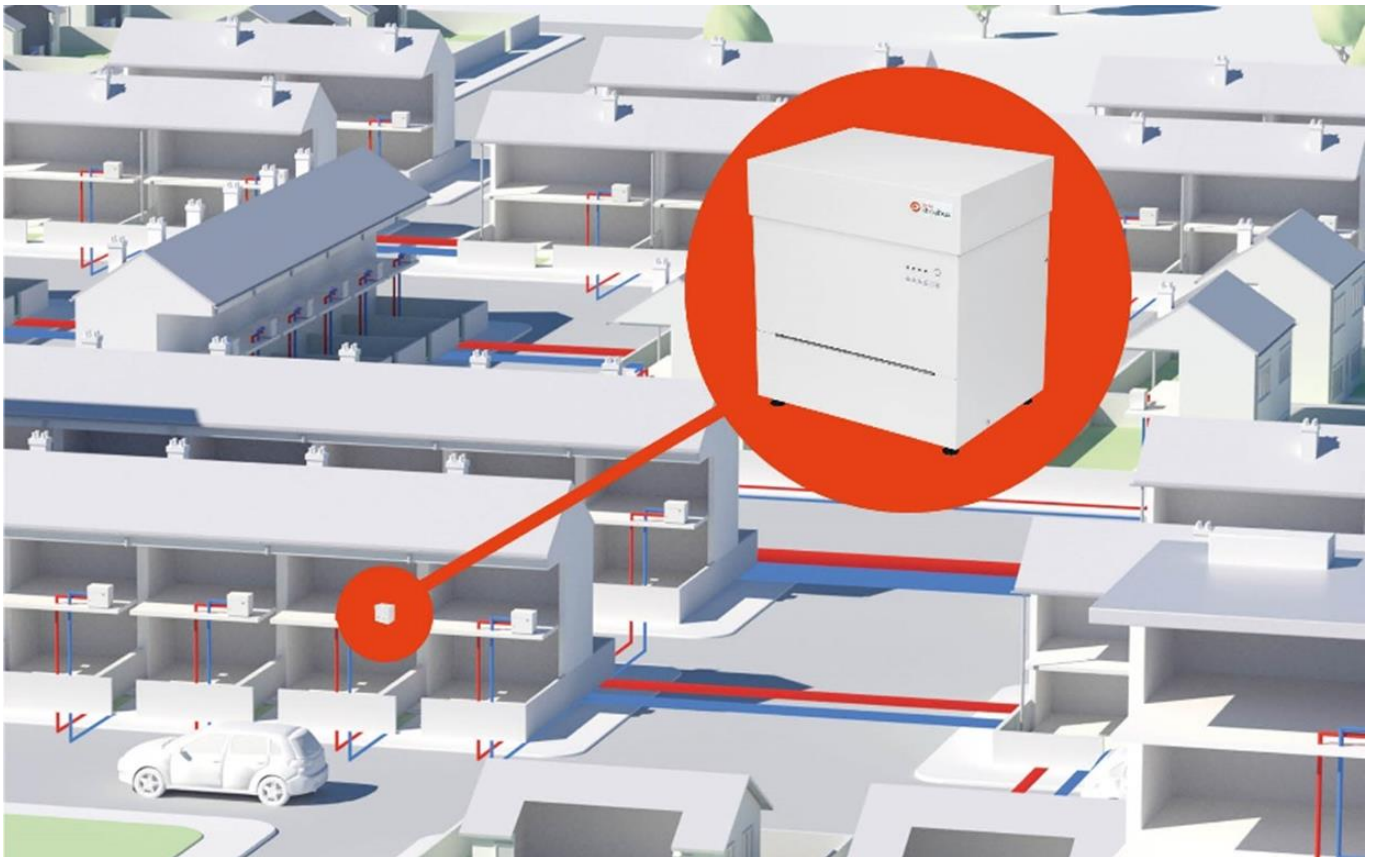
- Utilise HR analytics to assess the impact of HR initiatives on business outcomes.
- Provide data-driven insights to drive decision-making and continuous improvement.

Skills and experience

- Proven experience in a senior HR role with a focus on strategic HR business partnering.
- Strong knowledge of HR best practices, employment laws, and industry trends.
- Excellent communication, negotiation, and relationship-building skills.
- Demonstrated ability to lead and influence at all organisational levels.

Characteristics

- Strategic thinker with a proactive and solution-oriented mindset.
- Strong analytical and problem-solving skills.
- Ability to work in a fast-paced, dynamic environment.
- High level of integrity and ethical conduct.
- Excellent interpersonal and leadership skills.



How will Kensa support you?

- We encourage and support development, including internal and external courses, learning, study, and software, all bespoke to you.
- Wellbeing: free 24/7 access to an independent and confidential Employee Assistance Programme for you and your immediate family.
- Work hard, play hard! We love to host regular Kensa parties for staff and their families.

What Kensa has to offer

Competitive salary

Holiday

25 days holiday increasing to 30 days holiday (plus bank holidays) for 5+ years service.

Health

Private Health Insurance is available after one year of service.

Flexible working environment

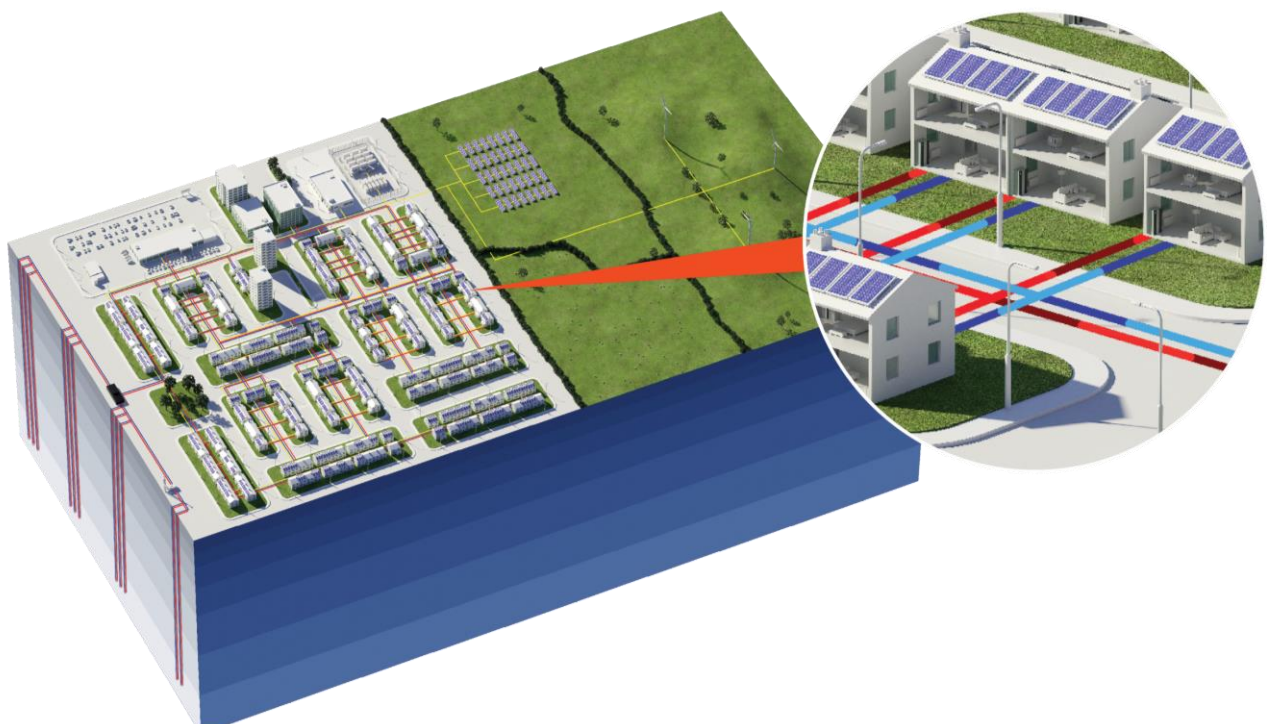
We understand the benefits of flexible working conditions to meet the demands of your role, so we can accommodate a blend of working from home and office based.

Pension

Automatic enrolment into Kensa's company pension scheme.

Cycle to Work Scheme

Help lower your carbon footprint whilst boosting endorphins and your health.



This job description and benefits may be subject to change, in consultation with the postholder, in response to new circumstances.

Kensa are an equal opportunities employer and are committed to providing a working environment that is free from all forms of discrimination and where all employees are treated with dignity and respect.

Please see our Equal Opportunity, Dignity and Diversity Policy for further information.

APPLY ONLINE HERE:

thekensagroup.com/kensa-job-vacancies

or send a CV and covering letter to:

jobs@thekensagroup.com