

Job Description

For Human Resource Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:		JEID	HR003
Salary Grade:	Grade M		
Team:			
Service Area:			
Primary Location:			
Political Restriction	This position is not politically restricted.		
Responsible to:			
Responsible for:			

Role Purpose

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Role Responsibilities

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Section B: Generic Role Profile

The generic role profile provides a list of the main tasks that cover the broad range of duties and responsibilities performed at this level for the job role. An employee may not be undertaking all of these at any one time, but they could be expected to do so under their contract of employment.

Generic Role Details

Job Role:	HR Team Leader - Level 3
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Main Tasks

- Manages a team that provides:
 1. Information, advice and guidance, in response to requests from managers or the workforce, on interpretation of local and national pay arrangements and conditions of service.
 2. Information, advice and guidance, in response to requests from managers or the workforce, on interpretation of statutory employment law and relevant case law.
 3. Information, advice and guidance, in response to requests from managers or the workforce, on interpretation of County Council procedures in relation to disciplinary matters, grievances, ill-health, etc.
 4. Information, advice and guidance, in response to requests from managers or the workforce, on interpretation of the regulations and processes governing the Local Government Pension Scheme or other pension schemes.
 5. A response to representations made by trade union or other representatives on behalf of individual employees.
 6. Having responsibility for ensuring the accuracy, timeliness, throughput and quality of such provision.
- Manages the advice and support given to managers at investigatory interviews and disciplinary or grievance hearings, including providing such advice and support directly in particularly complex or sensitive cases, and providing advice to elected Members at Member level appeals.
- In response to requests from their own manager, prepares policy proposals in relation to all HR issues and initiates consultation, approval or agreement processes with senior managers and / or trade unions.
- Undertakes original research into HR policies, procedures and practices operating elsewhere
- Manages the production of information, data and reports to inform the development of HR policy and procedure.
- Provides advice, guidance and support to HR Professionals and Senior HR Professionals in respect of all the above areas of responsibility.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

CIPD qualified and substantial post professional qualification experience including experience of managing a significant area of service within a HR environment	
The ability to independently interpret and analyse varied and complex information or situations and to produce solutions over the long term	

Proven advisory skills, including the ability to advocate on behalf of the Council operating as the 'lead' advocate in a formal external setting and be directly responsible for presenting the Council's case.	
The ability to work within a broad policy framework using managerial discretion over a very broad area of activity	
The ability to work under a very high degree of pressure, including meeting unpredictable deadlines and dealing with conflicting demands.	
The ability to cope in situations where there is an emotional demand arising from the work being undertaken	
Experience of contributing to the development of HR Policies and Procedures.	
Experience of managing a number of teams covering several different areas of activity	
Ability to certify and authorise expenditure within budgets	
The ability to demonstrate the ability to persuade others to adopt a course of action which is not necessarily their preferred approach	
Experience of delivering formal training to a range of audiences	

Desirable Criteria

Assessed By:

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore

not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.	
<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
<input type="checkbox"/> Significant use of computers (display screen equipment)	<input type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	