

Job Profile

Job Title	People Development Business Partner		
Job Reference No.	HOMEJD041	Date of issue:	Aug 2026

The job in a **nutshell...**

The People Development Business Partner works collaboratively to ensure all colleagues and managers have the knowledge, skills, and behaviours necessary to deliver our strategy and create high performance and engagement.

Activity will take place in areas identified across the business including, but not limited to, colleague development, management development, engagement and culture, organisational change, and skills and talent development.

What **success** will look like...

Delivery of an expert internal people development consultancy service to Home Group's colleagues and managers to implement change initiatives and assure alignment with the organisation's strategic plans.

Proactively addressing and responding to people development issues by bringing key stakeholders together to identify root cause and performance gaps and jointly identify and agree solutions.

Taking a project management approach and applying the consultancy cycle of: identification of needs; analysis; formulation of solutions; implementation and monitoring of solutions; evaluation of outcomes and establishing return on investment.

Building effective partnerships across the organisation.

Using a robust project management approach to ensure delivery of projects on time and in budget.

Developing high quality people development and change plans for business areas, teams or projects.

Identifying and using appropriate methodology to analyse individual and group views/performance/behaviour and effectively interrogating data to formulate appropriate solutions.

Demonstrating personal leadership in implementing the full range of People Development activities to support delivery of the HRD Operational Plan.

Working closely with HRD colleagues, particularly other business partners, to ensure a consistent and complimentary approach. Acting as a representative for all HRD, maintaining a broad and current knowledge of all key activities across the department.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
We are great influencers • Be a real self-starter • Build rapport and use empathy to develop relationships • Know how to get the best out of those you work with • Understand our strategy and customers and are able to articulate the benefits of change	People Development Expertise • Qualification in human resources management, learning, organisational development, applied behavioural sciences, adult education, or equivalent experience. • Knowledge of theories, principles and concepts related to people development. • Understanding of skills, talent and culture development. • Awareness of current trends in people development and organisational learning.
We have a Win Win mentality • Strive to find a solution everyone is happy with • Take ownership of issues and see them through to resolution • Listen what others want and need and consider this when deciding what to do	Project Management • Experience of successfully managing projects in an organisational environment. • Experience of applying the consultancy cycle from needs identification through to evaluation. • Experience delivering work to agreed timescales and objectives.

We are organisers and drivers • Use performance information to drive improvements in service to customers • Take people with you • Have the confidence to challenge performance or behaviours not in line with our values	Proactive, creative and solutions focused • Evidence of a proactive and creative approach to identifying opportunities for people development. • Ability to identify performance gaps and formulate appropriate solutions. • Experience developing and implementing people development interventions to address organisational needs
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We'd also love you to have, or be **brilliant** at... (but don't worry if not)

Experience in coaching and mentoring Designing and delivering team development events Colleague surveys Working with professional standards to achieve accreditation Knowledge of HR computerised systems Experience of business partnering in a multi-site, national organisation Experience in the field of housing, health, or social care
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We're all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety. Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way. Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours. Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group. Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff...

Budget Holder	No	Budget value up to £	n/a
Manages People	No	# of direct reports circa	n/a
Travel	Occasional	Driving Essential	No
DBS	None		

