

PERSON SPECIFICATION

Job Title: People Adviser

Department: People & OD

The person specification sets out the essential and desirable criteria required for this role. The selection process will look for evidence that you meet these criteria as well as the core behaviour competencies described further below.







Each criteria is assessed at one or more stage of the process as indicated by a ✓

- AF (application form) - your application needs to address the criteria ticked in this column
- A (assessment) – if you're shortlisted you'll do assessments that test these criteria
- I (interview) – if you're invited to interview you'll be asked questions to assess these criteria

CRITERIA		A/F	A	I
1. Knowledge, Training and Qualifications	Essential			
	• HR & OD knowledge across key aspects of the CIPD profession map incorporating HR policy, employment law, performance management, well-being and diversity and inclusion	✓	✓	✓
	• Awareness of payroll and salary systems	✓		✓
	• CIPD Level 5 Diploma in Human Resources or equivalent experience.	✓		
2. Experience	Essential			
	• Providing HR advice across the breadth of the employee life cycle in a generalist environment	✓		✓
	• Experience of making a positive contribution to promoting equity, diversity and inclusion			✓
	• Successfully managing a generalist HR caseload including sickness absence, performance management, employment relations, fixed term contracts and flexible working	✓		✓
	• Assisting with implementing suitable HR & OD interventions to support organisational culture, change and drive continual improvement	✓		✓
3. Skills	Essential			
	• Ability to work with autonomy as an effective and engaged remote team worker	✓		✓

	<ul style="list-style-type: none"> • Ability to build and maintain productive stakeholder relationships both internally and externally 	✓		✓
	<ul style="list-style-type: none"> • Effective facilitation skills, supports in delivering clear and engaging presentations and development sessions 	✓	✓	✓
	<ul style="list-style-type: none"> • Ability to constructively challenge, feedback, negotiate and influence using a range of approaches 		✓	✓
	<ul style="list-style-type: none"> • Good numerical literacy, being skilled in producing and manipulating data and reports 	✓	✓	
	<ul style="list-style-type: none"> • Ability to deliver an excellent customer experience, managing competing demands whilst maintaining a professional service 	✓		✓
	<ul style="list-style-type: none"> • Is factually accurate, comprehensive, clear and precise in communication, working with confidential information using discretion 	✓	✓	✓
	<ul style="list-style-type: none"> • Digitally competent and able to use a variety of software packages including Microsoft Word, Excel, Outlook and PowerPoint 	✓	✓	✓
	<ul style="list-style-type: none"> • Always maintain attention to detail & accuracy 	✓	✓	✓
	<ul style="list-style-type: none"> • Good prioritising and planning skills to ensure that deadlines are achieved under pressure 	✓		✓
	<ul style="list-style-type: none"> • Ability to develop and implement new ways of working, systems and procedures to ensure that own work and that of the team is carried out effectively 			✓
4. Other Requirements	Essential			
	<ul style="list-style-type: none"> • Willing and able to travel throughout the UK and undertake occasional evening work and overnight stays 	✓		✓
	<ul style="list-style-type: none"> • Strong personal commitment to promoting equity, diversity and inclusivity 	✓	✓	✓
	<ul style="list-style-type: none"> • Actively undertakes continuous professional development 	✓		✓
	Desirable			
	<ul style="list-style-type: none"> • Holds CIPD membership 	✓		

The RCN Core Behavioural Competency Framework informs the key behaviours our employees need to demonstrate in their role and these will be assessed throughout the recruitment and selection process.

Inspire others to greater heights  <i>Be passionate about developing yourself and others and push yourself beyond your comfort zone</i>	Value those around you  <i>Prize diversity and deal fairly and consistently with people while recognising individual differences</i>	Show passion for our services  <i>Have members' and customers' interests at the heart of everything you do and go out of your way to manage and exceed their expectations</i>	Build outstanding relationships  <i>Lead and contribute to your team's success and collaborate with people around you and those beyond your immediate team</i>	Get to the heart of the business  <i>Have the business interests of the RCN at the forefront of all you do and seek out opportunities to develop your business know-how</i>	Stay one step ahead  <i>Be inquisitive, think differently and embrace opportunities for change, helping others to adapt and encouraging new ideas</i>
Use the strengths of those around you to maximum effect	Challenge unacceptable behavior where it exists	Demonstrate pride in the RCN and passion for its services	Understand how your team impacts on others	Learn all aspects of the business with enthusiasm	Improve how things are done
Take personal ownership of all that you do	Treat everyone with respect regardless of their position	Ensure all you do has a benefit to members and customers	Focus on your team's primary goals	See yourself as a shareholder in the RCN	Adapt enthusiastically to change and different ways of working
Persist in the face of difficulties and overcome obstacles	Recognise the benefit of different viewpoints	Empower members and customers to help them become more involved	Share knowledge within your team and across other teams	Generate viable opportunities to help the RCN grow and develop	Tackle unfamiliar situations with confidence
Articulate your views and be open to others' opinions	Communicate openly and actively listen to those around you	Stay calm and focused when dealing with challenging situations	Support and help those around you	Work within tight timescales when needed	Help others to respond positively to change
Coach others and share your expertise	Treat everyone fairly and consistently	Go the extra mile	Demonstrate pride in your team and its work	Prioritise work to respond to urgent needs	Be prepared to do things differently and learn from any mistakes
Trust those around you to do their jobs	Encourage mature discussion of differences	Build strong partnerships with outside agencies	Plan projects to involve key people from the start	Show efficiency and value in your use of resources	Adapt your thinking according to the needs of the situation
Seek feedback and learn from what you hear	Be approachable and give time to others	See a task through to the end	Identify opportunities for cross-team working	Translate plans into realistic targets and objectives	Show positive energy even in times of pressure
Lead by example and act as a role model	Respect individual and cultural differences	See things from the members' and customers' perspectives	Understand your strengths and play to them when you can	Understand the impact of your actions on the business	Keep an open mind and think creatively about problems at work
Empower and develop yourself and those around you	Recognise the impact of your behaviour on those around you	Build rapport with members and customers	Seek expertise from outside the team where necessary	Focus on the purpose of your role	Encourage constructive discussion about change
Speak up if you can see a better way to do things	Seek out stakeholders' views where possible	Keep members and customers informed	Ensure all team members have a meaningful part to play	Concentrate on delivering best value	Show your initiative in all that you do