



Job Title:	Department:	Reporting To:
Strategic People Partner	People Team	People Director

Please note: this job description outlines key responsibilities and duties but is not exhaustive. Additional tasks may be assigned as needed to support Magenta Living’s goals and objectives.

How your role will contribute to **Magenta Living’s Purpose, Vision & Values:**

Our Purpose: Empowering people is our purpose.	▪ Provide embedded business partnering across designated service areas, challenging thinking, supporting decision making and ensuring alignment to Road to 2030 ▪ Use people data, dashboards and KPIs to identify trends, diagnose issues and recommend targeted interventions to improve service, performance and culture. ▪ Manage complex escalated ER casework. ▪ Drive wellbeing activity and delivery within allocated service areas. ▪ Lead Colleague Voice, engagement and follow-through in service areas. ▪ Embed Values, Behaviours and DTRT framework at operational level. ▪ Lead Org Design reviews, workforce planning and headcount moves within service areas. ▪ Support on Union relationship management and formal consultation. ▪ Own customer satisfaction scores from a people perspective – embedding customer excellence ▪ Support the rollout of People Plan initiatives embedding at service level – owning customer excellence, engagement and leadership development.
Our Vision: We believe in opening doors to homes full of love, communities full of life and a world full of possibilities.	
Our Values: <i>‘Do the Right Thing’.</i> This is the thread that weaves our actions, decision-making, and connections.	

At **Magenta Living**, our **Purpose, Vision & Values** aren’t just words that sit on a page. They serve as a constant reminder of **why we do what we do**.
Let’s all #BeMoreMagenta.



What you will bring to us:

Skills & Experience

- Experience managing projects, including organisational change and culture development.
- A broad HR background gained within a fast paced, commercial environment.
- Demonstrable strategic HR experience with the ability to deliver operational activity where required.
- Proven experience developing and implementing strategic HR initiatives that improve performance and culture.
- Exceptional interpersonal and communication skills, with the ability to influence and build credibility at all levels.
- Evidence of working in a way that reflects our values “Doing the right thing.”
- Experience engaging with trade unions, building constructive relationships and supporting effective consultation, negotiation and employee voice.

Education & Qualifications

- CIPD Level 7 qualification (or equivalent experience), with up-to-date professional knowledge of people practice, employment law and organisational development.
- Strong experience of using Microsoft, including PowerPoint, Outlook & Excel.
- Experience in Data Analytics.

This role is not subject to a mandatory DBS check.

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