



People Development Lead

The Role:

Here within the Anglian Water @one Alliance we are a totally collaborative organisation made up of our seven partner companies (Anglian Water, Balfour Beatty, Barhale, MMB, MWH Treatment, Skanska and SWECO) and our extended supply chain, delivering over half of Anglian Water's capital investment programme.

We are heading into our latest Asset Management Period, known as AMP 7 and this will see us deliver a £1.4bn programme of work over the next five years. Are you ready to join us as we gear up to deliver the most exciting and innovative AMP we have ever seen?

Pipes, pumps and people are essential to our success! We recognise our workforce of circa 850 people is made up of different backgrounds, perspectives, opinions and ambitions and we are committed to providing the most dynamic environment for people to grow and prosper.

With this in mind, we have a fantastic opportunity for a driven and enthusiastic individual to join the People team as a People Development Lead!

What will you be doing as our new People Development Lead?

You'll help scope, coordinate, support, develop, deliver and evaluate high quality learning and talent initiatives across our collaborative organisation. As you find your feet and understand our organisation, you'll begin to play a key role in the delivery of quality learning interventions and talent development initiatives in support of our empowered people strategic goal.

Truly demonstrating our values of respecting all levels of leadership and participation across our diverse organisation, you'll support the design and delivery of Alliance specific Learning & Development (L&D) programmes and team development to increase the leadership skill set and confidence across the organisation to support the outperformance model. You'll act as a role model in exploring change and digital possibility.

In this engaging, visible yet accountable role, you'll use a host of techniques and technologies to partner with our workforce, line managers and partner L&D teams to enhance and align approaches for our people and teams to deliver efficiency and performance.

Key Responsibilities:

- Under the guidance of the People Development Manager, establish specific programmes which will increase the workforce skill set whilst increasing organisational performance
- Understand what skills we currently have in the alliance and what gaps we have and make suggestions for development programmes by planning, creating and maintaining engaging learning material & content
- Undertake a host of value-added L&D coordination, including arranging sessions, learning evaluations and Learning Needs Analysis/ reporting
- Support facilitation of sessions, in a virtual environment, and in person (when circumstances permit) and once accustomed to our ways of working, lead on these sessions
- Be involved in our talent succession and planning processes by facilitating collaborative talent reviews for @one talent pools and designing succession,



resilience & career pathways frameworks which support diverse and inclusive approaches to talent

- Identification of talent programme objectives, requirements and creation of learning solutions for @one talent pools
- Suggest, and implement, continuous improvement initiatives driven by business requirements which embrace technology, innovation and people

Person Specification:

To join the People team in our quest for building a 21st century workforce who are ready to face the challenges the Water industry throws at us, you'll have experience of planning and facilitating workshops and presentations with various stakeholder groups and be comfortable with virtual meetings/facilitation, using Zoom, MS Teams or similar. In addition, you'll have experience of L&D design and delivery optimising digital and blended learning solutions which demonstrates a focus on commercially astute decision making to ensure effort returns value.

With a clear passion to pursue a career in L&D and/or talent management, you'll have excellent organisational and prioritisation skills and be able to respond well under pressure. Working with strong values of diversity and inclusion underpinning your actions, you'll always be looking at ways to improve our L&D service and become a recognisable and trusted face of the People team.

Benefits:

As well as offering a competitive salary, remuneration for this role includes flexible benefits, which provides a range of guaranteed benefits including but not limited to:

- 5% Company pension contribution
- Life Assurance at 2 x notional salary
- Single persons private medical cover
- Permanent Health Cover

In addition you may be eligible for entry into the Company's non-contractual bonus scheme, based upon, among other things, the performance of the employee and of the business unit and/or Company.

About Barhale:

Barhale is one of the largest privately owned civil engineering and infrastructure specialists with 40 years' experience working UK-wide across the water, transport, built environment and energy sectors. Founded by our Chairman, Dennis Curran in 1980, the group was originally set up as a specialist tunnelling contractor. Whilst we retain our tunnelling roots, repeated success in several sectors of the construction industry has enabled us to expand our skill set and become one of the largest privately owned infrastructure specialists in the UK.

What we do

We provide design, construction and maintenance services to the following sectors;

- Water

come and work with us



- Transport
- Energy
- Built Environment

We also possess a range of specialist skills to support our civil engineering and infrastructure activities including

- Tunnelling
- MEICA capabilities
- In-house design
- A steel-fabrication and supply subsidiary (BCS Group)

Who we are

Barhale operate as a tier 1 partner for blue chip, regulated and private clients. We work as part of large frameworks, joint ventures and alliances, as well as on individual projects developing long-standing relationships based on Trust, Integrity and Pride.

Our People

We employ a direct workforce of over 800 employees nationwide. We recognise that our business is only as good as the people we employ, which is why we value them so highly and invest in regular training and development, utilising our dedicated training facility in Walsall.

How to apply:

careers@barhale.co.uk

We are an equal opportunities employer. We are determined that no job applicant or employee receives less favourable treatment on the grounds of sex, pregnancy or maternity, gender re-assignment, sexual orientation, religion or belief, marriage or civil partnership, age, race or disability. All information will remain confidential to Barhale and will be handled in accordance with the requirements of the Data Protection Act.