



**Role:** Senior Business Partner – Human Resources

**Location:** Flexible – any Care Inspectorate office  
(hybrid working is currently being trialed)

**Salary:** £42,954 - £47,505

**Hours:** 35 per week

**Contract:** Permanent x 2

### **About Us**

We are a unique and multi-disciplined HR team who perform duties for both the Care Inspectorate and Scottish Social Services Council (SSSC) under a shared services arrangement. Our team consists of a mix of both Care Inspectorate and SSSC employees who are integrated into both organisations alongside colleagues in Finance, Procurement, Estates and Health and Safety who also form part of the shared service arrangement.

The Care Inspectorate are a national scrutiny body that supports improvement. We inspect care services and partnerships across Scotland, report on the quality-of-care people experience, and support improvements in services to facilitate improvements in outcomes for people.

The SSSC is the regulator for the social service workforce in Scotland. Our work means the people of Scotland can count on social services being provided by a trusted, skilled and confident workforce. We protect the public by registering social service workers, setting standards for their practice, conduct, training and education and by supporting their professional development. Where people fall below the standards of practice and conduct we can investigate and take action.

### **About the Role**

We currently have a vacancy for a Senior Business Partner in each organisation.

This is an exciting opportunity to work with a dynamic HR team. Reporting to the Head of HR, you will be responsible for managing an HR business partnering service for either the Care Inspectorate or SSSC and you will be directly employed by that organisation.

You will provide visible leadership, management and vision for the shared service HR function and deliver a cohesive HR support service across the organisations.

The job holder is one of three Senior HR Advisers managing different functional teams within the HR shared service function. They support and develop the HR team to advise managers and employees in line with the corporate objectives of both organisations and agreed service level agreements with HR.

### **About You**

You will have significant experience in managing HR operational work including recruitment and retention, terms and conditions, employee relations and management of change. You will also have demonstratable experience of developing, implementing and managing complex customer focussed strategies and projects, policies and procedures.

You will be educated to degree level or equivalent and be a member of the Chartered Institute of Personnel and Development (CIPD) with a sound understanding of employment legislation and best practice.

You will have the ability to foster good working relations with the team and with your Business Partnering areas and trade union officials through your positive interpersonal, communication and influencing skills.

### **To apply**

If you believe that your expertise and motivation make you suitable for this post, please download and complete the application form and equal opportunities form. Please submit your application by email to [recruitment@careinspectorate.gov.scot](mailto:recruitment@careinspectorate.gov.scot) **no later than 8.00am on Monday, 27 September 2021.**

If you would like to find out more about this role, please contact Lucy Finn, Head of Human Resources, at [lucy.finn@careinspectorate.gov.scot](mailto:lucy.finn@careinspectorate.gov.scot) or telephone: 07765 742047.

The Selection and Interview Days for this post will take place on 19 and 22 October 2021 via Microsoft Teams.