

Function: People Directorate	
Our Values:	Inclusive, Collaborative, Impactful
Our Principles:	Creating Opportunities, Building Partnerships, Delivering
Sector Focus: People, Inclusion and Organisation Development	Delivering people support through policy development, procedures, systems and development to attract and retain high performing people so they can drive the university's strategic success. Ensuring a seamless service that enhances employee experience to enable individuals to reach their career potential.

University of Greenwich:

The University of Greenwich is home to a truly global community of staff and students, and we value the talents and lived experience of each and every one of them. We believe in Education without Boundaries: supporting our students to achieve their ambitions because of, not despite, their background.

We are a positive force for change. Our impressive reputation for teaching and learning earned us a Silver rating in the 2017 Teaching Excellence Framework and we offer students an extensive portfolio of academic programmes.

We also provide applied research and enterprise that is recognised nationally and internationally. Our research is regularly acknowledged as among the best in the world, with particular strengths in natural resources, pharmaceutical science, and computational modelling.

Function Key Attributes:

To recruit, develop, retain and reward people to deliver the university's strategy and values. Roles in this family support the development of a culture that embeds Diversity, Inclusion and Equity across the employee life cycle, provides focus on staff wellbeing and enablement of employees to perform so the university can meet its strategic aims, and they can meet their career potential. The People Directorate also ensures employees can progress through their journey with accurate records, access to timely advice and guidance to deal with change and will recommend their experience for prospective employees that may come from student population within the university.

Overall Function purpose

- Provide a business focussed responsive and professional service which embeds values in the employee life cycle (recruitment, development, recognition and reward) for all employees and managers within the organisation.
- Provide support and challenge for the development of an effective People Strategy underpinned by aligned policy, system/procedure and development to support culture change, and managing programmes of activity that enhance employee experience in support of the university strategy, performance and potential of its people and teams.
- Develop key policies, guidance and procedures through a good practice consultation framework, involving recognised trade unions.
- Develop effective careers through job design, defining roles and identifying and delivering development pathways

- Design and support effective talent acquisition, management and internal reward/promotion processes which meet EDI (Equality, Diversity, and Inclusion) objectives.
- Support change, transformation, and advice and case management using external legal and internal policy frameworks.
- Support the proactive development and use of integrated management information for targeted workforce design/planning and development activities.
- Deal with a range of transactional support and ensure people are remunerated in a timely and planned fashion.
- Deliver services to meet complex regulatory requirements and procedures, managing risk including reputational impacts.
- Provide monitoring and analysis of people data to meet organisational objectives.
- Work collaboratively and network across the University with staff in other families, faculties and in partnerships with key stakeholders to ensure a smooth, timely and high-quality delivery of service.
- Develop and implement approaches to support the Wellbeing and Mental Health of employees