

HR Consultant (Contractor)

- London
- 6 month contract
- 2-3 days p/w
- Start Date: ASAP
- IR35 Status: Outside

Purpose

The Lancashire Group is currently undergoing a major business transformation program which includes reviewing our systems and processes to improve efficiency, enhance MI and make greater use of technology and automation. The role will support the HR team and the Business in the delivery of the program currently running over the next 3 years.

The roles main focus initially will be as follows;

- Assessing which teams within the organization require a skills gap analysis as a result of the transformation project (Orion)
- Designing the skills gap framework and working with team leads to assess their team's capability gaps
- Design a training framework to deliver the outcome of the capability framework
- Working with our external consulting partners on training on new technologies being driven out of the Orion project

Specific Responsibilities

- Undertake behavioural and technical skills gap assessments (present vs proposed target end state)
- Creating, gaining approval and implementing a resource upskilling plan for impacted roles
- Helping to provide & implement the required 'Train the trainer' approach for technical training, with a 3rd party vendor
- Working with programme leads to complete a high level activity implementation plan / roadmap for each functional area by workstream
- Working with programme and functional leads to ensure visibility and timely implementation of approved target end state changes by function

Skills & Knowledge

- Experience implementing organisation wide design models
- Ability to develop and maintain strong working relationships
- Excellent planning, analysis, organisational and time management skills, with the ability to work on one's own initiative
- Ability to provide vision and leadership of the changes required to help secure both financial and nonfinancial benefits
- Excellent written and oral communication skills; Able to communicate at all levels.
- Ability to think analytically, a good facilitator and consensus builder, and a problem solver Proficiency in Microsoft Office Suite

Lancashire Values

- Leadership, exhibiting passion and commitment in all aspects of Lancashire life and inspiring others to do the same, we are



- **A**spirational, aspiring to deliver a superior service for our clients, ourselves and our business partners, we are
- **N**imble in our decisions, actions and business processes, we are
- **C**ollaborative, valuing teamwork and a diversity of skills and experience and sharing in our success, and we are
- **S**traightforward in conducting our business in an accountable, open, honest and sustainable way.

How to Apply

Please e-mail your CV and a covering letter including your salary expectations, notice period and availability to interview to HR@lancashiregroup.com