

HR Lead/Consultant: Culture and Leadership Development

Role Title:	HR Lead/Consultant - Culture and Leadership Development
Working hours:	The ideal candidate should be able to dedicate one day per week, with availability for key meetings and workshops as needed. The role may also involve occasional onsite visits
Daily rate:	Between £500 - £750 per day, dependent on qualifications and experience
Location:	Hybrid working both at home and at Lilleshall National Sports Centre, Newport, Shropshire

Our values

We have developed a set of values to guide how we operate. As one archery community:

- We value people for who they are and what they do
- We choose to work and learn together
- We strive for excellence
- We always act with integrity

Further information about Archery GB can be found on our website www.archerygb.org

Role overview

Archery GB has an exciting opportunity for an HR Lead/Consultant to join our successful National Governing Body based at the National Sports Centre, at Lilleshall on a contract for services basis.

We are seeking an experienced HR Lead/Advisor/Consultant with expertise in culture and leadership development, change management, and employee support, to drive our organisation's growth and transformation. This role will be pivotal in shaping our people strategy by aligning cultural initiatives with business goals, enhancing leadership capabilities, and ensuring a supportive environment for staff. The ideal candidate will work closely with senior management and key stakeholders to foster a culture of engagement, inclusion, and resilience.

Key responsibilities

1. Culture Development and Implementation

- Design, lead, and implement culture change initiatives that align with organisational values and strategic goals
- Promote a positive and inclusive work environment, driving engagement across teams
- Assess current organisational culture and recommend enhancements to foster a strong, purpose-driven workplace

2. Leadership Development

- Develop and deliver leadership training programmes focused on enhancing key leadership skills, emotional intelligence, and change readiness
- Provide coaching and advisory support to senior leaders and managers to cultivate a strong leadership pipeline, promoting effective leadership behaviours and decision-making

3. Change Management

- Partner with leadership to design and execute change management strategies for new initiatives, and processes
- Support teams in navigating change, managing resistance, and building resilience

- Provide employee support including around engagement
- Act as a trusted advisor to staff, providing guidance on career development and team dynamics
- Implement initiatives to enhance employee well-being, retention, and job satisfaction
- Conduct regular surveys and feedback loops to measure engagement and identify areas for improvement

4. Strategic HR Partnership

- Collaborate with senior leaders to align HR strategies with business objectives
- Provide data-driven insights on culture, engagement, and leadership effectiveness
- Contribute to broader HR projects and initiatives, as needed, to support overall organisational development

5. Operational Management

- Develop, implement and monitor all required personnel procedures relating to staff terms and conditions of employment and best practice
- Develop and implement personnel policies to support business goals and to ensure that the company complies with legal requirements and best practice
- Provide a comprehensive personnel advisory service to all line managers and staff to ensure that the company follows best practice in the management of its staff and to ensure compliance with legal requirements
- Provide an employee relationship service to the company, including negotiating with employees and their representatives on personnel issues
- Ensure that harmonious relationships and effective communications are maintained between management and staff
- Identify the company's staffing needs and develop policies and procedures to ensure that the required numbers and types of staff are recruited within agreed budgets to meet operational requirements

Qualifications and Experience

- Proven experience (5+ years) in HR leadership, consulting, or senior advisory roles focused on culture, leadership, and change management
- Strong expertise in designing and implementing culture and leadership programmes
- Certified in relevant HR or leadership development practices (e.g., CIPD, or coaching certification)
- Excellent communication, facilitation, and interpersonal skills
- Ability to work effectively balancing strategic and operational priorities

How to apply

To apply, please email your CV and a covering letter to recruitment@archerygb.org

Application deadline: Tuesday 29th October

Archery GB is an equal opportunity employer. We positively welcome applications from people from diverse backgrounds.

We invite all applicants to complete our Equal Opportunities monitoring process to enable us to ensure the effectiveness of our approach to equality.

Last reviewed: October 2024