

Current Vacancy

Workforce Transformation Advisor

Job location

Canterbury, on-site with clients

Salary

£38,000 – 45,000 per annum

Job type

Permanent

About Liaison

Liaison saves the public sector real money in the key areas of finance and workforce management. We're passionate about what we do because we help lots of organisations to improve the way they spend their money – notably the NHS. Founded 30 years ago, we've come a long way since then. Today the company boasts a workforce of more than 250 people with a headquarters located in the historic city of Worcester, along with many remote workers across the length and breadth of the UK.

The team

You will be part of a newly established team who manages the *Workforce Effectiveness* part of Liaison. We have built an excellent reputation within the area of Workforce Management, collaborating with a variety of clients across the UK. Due to the change in the market and the ability to use Management Information to benefit Human Resources (HR), we are focusing on substantive staff within the NHS, enabling the NHS to use their staff efficiently, thus minimising the use of temporary staff where possible.

Main responsibilities

This role will pave the way for expanding and diversifying the business. You will work with our Canterbury based trusts to develop and improve their use of substantive staff. You will raise savings opportunities with Directors and work closely with the staffing team to reduce reliance on temporary resource through better management of rotas, tracking and encouraging substantive recruitment. They will encourage effective use of the available Bank resource and maximise savings when agency resource is engaged by negotiating agency rates and ensuring direct engagement is mandated.

Experience/qualifications needed

Ideally you will have experience within a similar position within Workforce Management or Effectiveness, however Organisational Development or HR Consultant or HR Change experience could be highly suitable. Preferably you will understand the rostering process within the NHS, applying key HR knowledge to work in conjunction with the staffing managers to make improvements. You must hold the ability to produce and interpret management reports, as well as be able to liaise with, and influence, senior stakeholders within the NHS. However, we will consider candidates who lack NHS exposure.

An HR related qualification (or equivalent) is advantageous to undergraduate level. We will consider candidates who lack a qualification if their experience within this environment is demonstrable.

You must be professional and credible in your approach when dealing with stakeholders. You must also demonstrate our key values – Care, Honest, Inspire and Guide

Benefits of working for Liaison

You could be entitled to a quarterly bonus with this role subject to successful probation. This will be discussed at interview.

Liaison believes that working life should be a happy and healthy one.

We offer all staff a wide variety of company benefits as well as the opportunity to get involved in a range of company organised events; from regular physical challenges all the way to bi-annual staff away days and social events - plus others too.

Our wide range of staff benefits aim to have an impact on both home and working life for all staff, while at Liaison.

We offer:

- 23 days holiday initially, which increases year on year
- Private Healthcare for you and friends and family
- Childcare vouchers
- Company days/social events
- Pension
- Life Assurance 4 x salary

Liaison promote progression and development, where it is common for people after a period of time to move between roles to strengthen their skills and experience. People are also promoted from within when recognised for their hard-work and relevant skills.

If you would like to be part of Liaison, please send your CV and a covering letter to

jobs@liaisonfs.com

where your application will be reviewed within 7 days.