

Senior People & Culture Advisor

 **Barnsley, with regular travel to Newcastle**

 **Full time**

 **JR26_000133**

About us:

We've been designing and manufacturing life-saving products for 25 years, protecting iconic buildings across the globe, and the people that occupy them. Our team members are passionate, driven, and up for a challenge. Our mission is to create a safer, sustainable future.

Advanced Electronics is a wholly owned subsidiary of Halma plc, a FTSE 100 listed company with more than 40 subsidiaries operating globally within the group, successfully growing year on year. Halma is "a market leader in specialist safety, health and environmental technologies". Halma's purpose is "Growing a safer, cleaner, healthier future for everyone, every day".

About the role:

The Senior People & Culture Advisor delivers high-quality, practical support across the employee lifecycle while contributing to the organisation's People & Culture strategy. Providing hands-on guidance to managers on employee relations, policy application, and day-to-day people matters, while also supporting strategic activities.

Reporting to the People Manager, the Senior People & Culture Advisor supports recruitment and onboarding, HR data accuracy, and continuous improvement of People & Culture processes. The role also contributes to policy development, people insight, and organisational initiatives that strengthen culture, enhance employee experience, and support long-term organisational objectives.

Key responsibilities:

- Provide high-quality, proactive HR advice to managers and employees, ensuring fair, consistent, and timely resolution of people matters.
- Take end-to-end ownership of employee relations cases, including disciplinary, grievance, investigation, sickness absence, capability, and performance management processes.
- Coach and upskill managers to build capability and embed strong people leadership across the organisation.
- Act as a visible and influential People & Culture partner within a fast-paced manufacturing environment.
- Support and oversee recruitment, selection, and onboarding for key roles, ensuring an excellent candidate and new starter experience.
- Interpret people metrics, identify trends, and provide strategic recommendations to support organisational decision-making.
- Support the delivery of People & Culture projects and initiatives that enhance employee experience, capability, and engagement.
- Develop and review People & Culture policies, ensuring they remain up to date, legally compliant, and aligned with best practice.
- Maintain high standards of data integrity within HR systems, particularly Workday, supporting reporting, insights, and system improvements.
- Provide guidance on learning and development needs and help coordinate tailored development activity.
- Build strong, credible partnerships across all departments and at all levels of the business.
- Champion the company culture, values, and commitment to diversity, equity, and inclusion.

Relevant experience:

- Significant experience in an HR advisory or generalist role, ideally at senior advisory level.
- Strong track record of independently managing complex employee relations cases.
- Experience coaching and developing managers.

- Experience supporting HR activity within a fast-paced manufacturing or operational environment.
- Demonstrable experience contributing to People & Culture projects and process improvements.

Education and training

- CIPD Level 5 (or working towards) or equivalent experience.
- Evidence of continuous professional development.

Skills, abilities and specialist knowledge

- Strong and up-to-date knowledge of employment legislation and HR best practice.
- Excellent communication, influencing, and relationship-building skills at all levels.
- Ability to apply sound judgement, navigate complex situations, and provide practical, balanced solutions.
- Strong personal resilience and confidence to challenge appropriately, uphold confidentiality, and navigate sensitive situations with professionalism.
- Highly organised with the ability to manage multiple priorities and deadlines.
- Strong analytical skills with the ability to interpret data and produce meaningful insights.
- High level of confidentiality, professionalism, and discretion.
- Proficient in HR systems (ideally Workday) and Microsoft Office applications.
- Confident in supporting HRIS reporting, data accuracy, and system improvements.
- Proactive, solutions-focused, and able to work autonomously.

If you're excited by this opportunity, we'd love to hear from you! To apply, visit:
https://halma.wd3.myworkdayjobs.com/en-US/Halma/job/Senior-People---Culture-Advisor_JR26_000133