# **University of Sunderland**

Role profile

### **Job title:**

Talent Development Partner

### **Grade:**

### F

### **Department:**

### Human Resources

### **Location:**

Edinburgh Building, City Campus, Sunderland

### **Reports to:**

Assistant Director – Organisational Development

### **Working hours:**

37

### **The role:**

As our Talent Development Partner, you will have responsibility for delivering the University’s Talent Development plan, and implementing associated people practices, to ensure that our colleague and learner experience reflects the University’s values, and supports our student-focused, professions-facing and society shaping ambitions.

Working closely with the Senior Leadership Board, Assistant Director of OD and HR Business Partners, you will continuously assess the University’s talent development needs against the People Plan, identifying gaps and implementing appropriate strategies, processes, and systems to fulfil the People Plan deliverables.

### **The responsibilities**:

* Work in partnership with internal stakeholders to develop and implement the tools, systems, and processes to create an environment for colleagues to grow and develop, to maximise their potential, and to enable the retention of key skills and experience.
* Deliver on the ambitious Talent Development plan aligned in the University’s people plan.
* Manage, support, and mentor the Talent Development Team to drive performance and build capability, evaluating the impact on colleagues and the institution.
* Work with internal stakeholders to embed the culture framework, aligned to the leadership vision, as a standard for all colleagues and leaders to role model.
* Continue to organise and deliver on our high-quality leadership development programmes, focused on values-led leadership.
* Deliver an approach to coaching and mentoring which underpins the University’s strategic aims, and supports leadership excellence, inclusion, and colleague development.
* Provide managers with the tools, professional support, and expert advice to effectively manage, lead, retain, and develop their teams, identifying development needs and leading the design and roll out of suitable solutions.
* Build strong and credible relationships with internal stakeholders, partnering with them to gain knowledge of their faculty / service and talent development needs.
* Manage development budget, financial tracking, and payments.
* Lead key projects to ensure cost-efficient draw down of the University’s apprenticeship levy.
* Work in partnership with HR colleagues to provide Talent Development expertise to help teams diagnose and propose solutions to their learning needs.
* Lead, contribute to or co-ordinate HR projects or University working groups as appropriate, in line with strategic objectives and the People Plan.
* Act as an ambassador for the University and the HR team and role model the University values.

### **The benefits:**

At The University of Sunderland, we are committed to creating a work environment where you can truly thrive. We recognise that our success is built on the dedication and talent of our people, which is why we have developed a benefits package designed to support you in every aspect of your life.

From generous annual leave and enhanced pay for important life events like maternity, paternity, or adoption, to flexible work options that help you balance life’s demands, we’ve got you covered. Our benefits also include access to our award-winning staff support networks, confidential employee assistance, discounts on major retail brands, leisure activities, travel to work, and more.

At Sunderland, we’re not just offering a job, we’re offering a place where you can grow, connect, and feel truly valued.

# **Who we’re looking for**

### Your qualifications include:

* Undergraduate Degree educated or significant relevant experience (see below)
* Evidence of consistent and recent CPD activity.
* CIPD Chartered Membership (desirable)

### Your experience includes:

* Significant experience designing, developing, implementing, and evaluating progressive talent development activities, tools, and techniques
* Proven track record for driving and delivering talent development projects aligned to organisational strategy and values
* Demonstrable experience interpreting learning needs and developing appropriate solutions at both corporate and departmental level
* Leading on Management and Leadership Development initiatives for all levels
* Evidence of recent and relevant CPD activity
* Understanding of the apprenticship levy and how to utilise it (desirable)
* Experience of working within the Higher Education sector (desirable)
* A good understanding of the challenges and opportunities facing the Higher Education Sector (desirable)
* Experience of Managing a Talent Development Team (desirable)
* Experience of communicating and collaborating remotely using tools such as Zoom or Microsoft Teams (desirable)

**What we’re looking for**

Your expertise includes:

* Excellent influencing and interpersonal skills with and ability to engage effectively and positively across a range of stakeholders
* Personal presence, resilience, and credibility with a track record of using influencing skills to achieve positive results.
* Excellent oral and written communication skills
* Strong facilitation skills
* Positive, creative, and innovative approaches to challenges and emerging issues
* A strong commitment to continuous improvement; looks for ways to continuously improve performance
* Demonstrates honesty, loyalty and integrity
* A good level of relevant digital and IT skills for the role including competence in Microsoft Word, Outlook and Excel.
* The ability to future plan and allocate resources according to budget.



**Culture Framework**

Our Culture Framework presents the way we do things at the University of Sunderland. It is a living document of our culture. It supports how we apply ourselves at work and it helps with our approach to making decisions and working with each other.

It is woven into all our people policies and procedures, supporting how colleagues are managed, recognised, and developed. Our values are our shared principles as an institution. We undertake actions to make them come to life. If you decide that a career with us is perfect for you, then these principles will lead and motivate your work every single day.



**INCLUSIVE**

We celebrate our diverse culture where everyone's contribution is welcomed and valued.

What leaders do:

* Create team environments where it feels safe to ask questions, share views, & challenge non-inclusive situations.
* Are consistent & transparent with how colleagues are led & motivated.
* Ensure a diverse range of people are involved with making decisions or generating ideas.



**INSPIRING**

We will provide an inspiring, enterprising, and empowering experience for our students and staff.

What leaders do:

* Bring clarity on the vision/purpose of the University & translate that message so teams understand their contribution.
* Trust & empower others to grow, giving praise and constructive feedback.
* Support others to develop, working with them to seek opportunities to learn.



**INNOVATIVE**

We value people for their creativity and update our knowledge and practice to enhance the student experience and improve our institutional performance.

What leaders do:

* Challenge the status quo & encourage others to do the same.
* Create a safe environment where teams can share new ideas.
* Enable others to make improvements.



**COLLABORATIVE**

We work together as a community with our partners and build lasting relationships to achieve our shared ambition.

What leaders do:

* Explain the why behind decisions & own the outcome.
* Make regular contact with their team to share information & listen & include others in decision-making & tasks.
* Make space for real collaboration to happen, within or outside the University, bringing the right people together



**EXCELLENT**

We strive for EXCELLENCE in all that we do in teaching, learning, research and knowledge exchange, as well as in the services we provide to students and to each other.

To enable us to be excellent, we seek to act in ways that are INCLUSIVE, INSPIRING,

INNOVATIVE & COLLABORATIVE.

