

Employee Relations Manager – Negotiation and Consultation

London, Canary Wharf, up to £54,000 (including weighting) plus car allowance and comprehensive benefit package

Headquartered in London, HSBC is one of the world's largest banking and financial services organisations. The Group's international network comprises over 9,500 offices in 79 countries and territories and delivers an unrivalled range of services to a diverse customer base of nearly 100 million personal, commercial and corporate customers. The World's local bank.

We strive not only to be the bank of choice, but also the employer of choice and our Employee Relations Team has a key influence in shaping a balanced and diverse workforce that contributes to its full potential. Reporting to the European Senior Manager for Employee Relations and Negotiations, you will play a pivotal role by utilising your collective bargaining and consultation skills against a challenging backdrop of evolving UK and European legislation and rapid business change.

Key accountabilities will include

- Providing high level support to the Senior Manager during collective pay negotiations with the recognised trade union and employee representative bodies
- Taking the lead for ER input to negotiations and for guidance on HR policies, on all issues that impact clerical staff
- Consulting with the National Council of Managers on business specific issues that impact the management population
- Developing and implementing innovative approaches to employee communication and consultation across all UK business areas
- Preparing reports and discussion documents for National and European Council meetings

You will be CIPD qualified, with a demonstrable track record in leading collective negotiations in a unionised environment. Having closely followed the developments in UK and European legislation, you will also have a sound awareness of the potential business impacts. You will relish working as part of a team and show personal ownership for managing competing priorities effectively.

So if a demanding role, that affords an opportunity to use your broad ranging communication and influencing skills to the full appeals, please forward your Curriculum Vitae with details of your current package to our retained consultant Katharine Shannon at HRi, No. 1 Poultry, London EC2R 8JR. Email london@hr-international.co.uk.