



Job Profile and Working for Stockport

Our Council

Join us at Stockport Council – Best for Inclusion winner at the Greater Manchester Good Employment Awards 2026

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

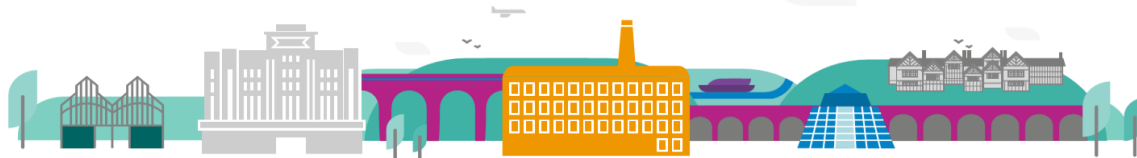
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





Ambitious Stockport, creating opportunities *for everyone*

About the Job

Role:	HR and OD Business Partner
Service Area:	HR and OD
Directorate:	Corporate and Support Services
Salary Grade:	MB4

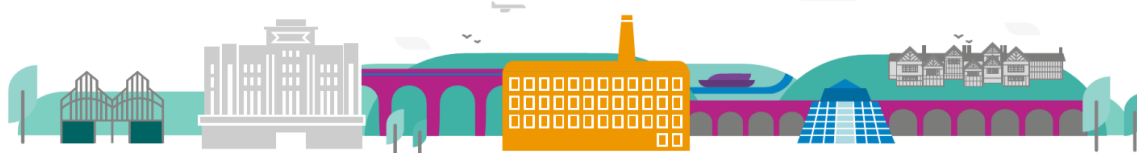
Main Purpose of the Job

This role is central to delivering strategic HR and OD support across Stockport Council. The HR and OD Business Partner will work collaboratively with directorates to embed the One Team People Plan and drive workforce development, culture change, and organisational improvement.

The HR and OD Business Partner will act as a strategic partner to directorates, providing expert HR and OD advice, workforce planning, and data-driven insights to support high-quality service delivery and continuous improvement.

Key Responsibilities

- Act as a key workforce advisor to senior leadership developing pragmatic and responsive solutions to complex people issues
- Provide strategic workforce planning to address gaps, supporting Directorates to develop workforce strategies and approaches underpinned by the One Team People Plan
- Proactively share workforce data, intelligence and insight. This includes overviews from case work, exit interviews, staff survey etc. to propose workforce planning and priorities
- Be a critical friend – using data analytics in conjunction with narrative and lived experience within the directorate to highlight areas for development, or areas of concern for the future e.g. ageing workforce etc.
- Set clear outcome focussed measures of success that enable Directorates to track progress and demonstrate impact
- Bring the One Team People Plan priorities into directorates, enabling services to build and maintain effective workforce strategies that support high quality service delivery for residents while actively measuring and evidencing the impact of these approaches.
- Be champions of culture – supporting and challenging across the directorate - regularly temperature checking using their network to ensure the health of the organisation and the culture in place
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- The team will make strategic workforce links across the organisation, identifying cross cutting themes, areas of collaboration, best practice and learning to drive continuous improvement and change
- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

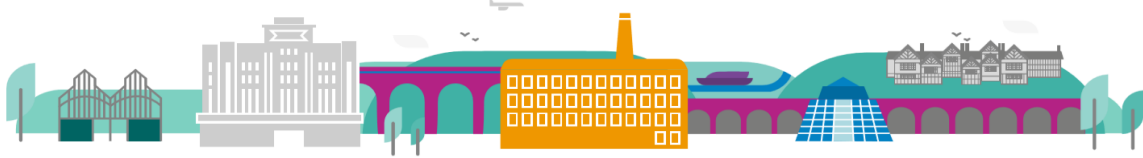
The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- **Strategic Workforce Advisory**: Ability to act as a key advisor to senior leadership, developing pragmatic and responsive solutions to complex people issues.
- **Workforce Planning**: Experience in providing strategic workforce planning, supporting directorates to develop and implement workforce strategies aligned with the One Team People Plan.



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- **Data Analysis & Insight:** Skilled in sharing and interpreting workforce data, intelligence, and insight (including casework, exit interviews, staff surveys) to inform planning and priorities.
- **Critical Friend:** Capable of using data analytics, narrative, and lived experience to highlight areas for development or concern within directorates.
- **Outcome Focus:** Able to set clear, outcome-focused measures of success to track progress and demonstrate impact.
- **Change Management:** Experience supporting and facilitating organisational workforce changes smoothly and effectively.
- **Culture Champion:** Ability to champion and influence positive culture change, regularly assessing organisational health and culture.
- **Collaboration:** Proven ability to make strategic workforce links across the organisation, identifying cross-cutting themes, areas for collaboration, and best practice to drive continuous improvement.
- **Responsiveness:** Demonstrates efficiency and responsiveness in addressing directorate-specific issues with a solution-focused approach.
- **Workforce Development:** Experience leading initiatives for developing skills, competencies, and succession planning, and encouraging colleague engagement.
- **Continuous Improvement:** Commitment to seeking opportunities to improve the colleague journey and HR/OD best practice.
- **Data-Driven Decision Making:** Uses robust HR and OD analytics to guide workforce strategies and stay ahead of key trends.
- Professional HR or leadership qualification (e.g., CIPD or equivalent) is usually expected.
- Evidence of ongoing professional development in HR, OD, or related fields.