



CASTLEFIELD RECRUITMENT



NWEMPLOYERS

People. Leadership. Growth.

Strategic Lead

HR, Employee Relations
& Employment Law

Candidate Information Pack

August 2026

A Personal Welcome

Thank you for your interest in joining North West Employers.

As Executive Director, I am delighted that you are considering this exciting opportunity to become our Strategic Lead for HR, Employee Relations and Employment Law.

At North West Employers, we may be a small team, but we have a significant reach and influence across local government and the wider public sector. Every day, we work alongside senior leaders, elected members, HR professionals and partner organisations to help shape workforce policy, develop future leaders and support organisations through complex challenges and change.

This role sits at the heart of that work.

We are looking for someone who combines deep professional expertise with curiosity, strategic thinking and a passion for making a difference. Someone who is excited by the prospect of influencing regional and national conversations, building trusted relationships and helping organisations navigate an ever-evolving workforce landscape.

What makes this opportunity particularly special is its breadth and impact. You will have the chance to advise senior leaders on complex workforce issues, contribute to national employment discussions, lead innovative services and play a key role in shaping the future of local government workforce practice across the North West. Your expertise, ideas and leadership will genuinely matter.

Equally important is the team you will be joining. We are ambitious, supportive and collaborative. We care deeply about the value we bring to our members and customers, and we are committed to creating an environment where people are trusted, empowered and encouraged to grow. Although we are a relatively small organisation, our influence extends across the region and beyond, creating opportunities to work with people and organisations at the forefront of public service transformation.

I encourage you to take some time to explore the information in this pack and reflect on the opportunity ahead. If you are inspired by the prospect of shaping workforce strategy, influencing policy and helping local government organisations succeed through their people, then I would love to hear from you.

Thank you once again for your interest in North West Employers, and I hope to have the opportunity to welcome you to our team.

Sharon Senior
Executive Director - North West Employers



Our Values



We Are One
Team



We Are
Responsive



We Are
Understanding



We Are
Supportive



We Are
Transformational



We Have
Expertise



We Make A
Difference

"Having worked at North West Employers for 28 years, I can honestly say it has been one of the most rewarding and enjoyable experiences of my career. Throughout that time, I have had the privilege of working closely with colleagues, members and partners across the region, supporting local government and the wider public sector through change, challenge and opportunity.

What has kept me here for so many years is the combination of meaningful work, talented and supportive colleagues, and the opportunity to make a real difference. No two days are ever the same. Whether working with senior leaders on complex employment issues, supporting organisations through significant change or helping to shape workforce thinking across the region, I have always found the work stimulating, varied and fulfilling.

As I prepare to retire, I leave with many happy memories and a great sense of pride. I encourage you to consider this unique opportunity and am confident that the person appointed will find the role as rewarding and enjoyable as I have."

Andrew Manson
Outgoing Strategic Lead – HR,
Employee Relations and
Employment Law
North West Employers

Equality, Diversity & Inclusion

At North West Employers, we are committed to creating a workplace where everyone feels respected, valued and included. We believe that diversity of thought, background and experience strengthens our organisation and enables us to deliver better outcomes for our members and partners.

We welcome applications from people of all backgrounds and are committed to providing equal opportunities throughout our recruitment and employment practices. Our aim is to create an inclusive environment where everyone can thrive, develop and achieve their full potential.

Through fair, transparent and inclusive recruitment practices, we seek to attract and retain talented people from a wide range of backgrounds and experiences. We are committed to making our recruitment processes accessible, providing reasonable adjustments where needed, and ensuring that all candidates are assessed fairly and on merit.

We continually strive to embed equality, diversity and inclusion in everything we do, ensuring that all colleagues feel supported, empowered and able to contribute fully.



Job Description

Role Title	Strategic Lead – HR, Employee Relations and Employment Law
Reports To	Executive Director
Grade	12-14 with Career Development Pathway
Salary	£51,536 - £59,942

Role Purpose

As part of the Leadership Team at North West Employers, ensure we deliver a quality service to all our members and customers to protect and retain core business and to support new business.

Lead North West Employers' HR, Employment Law and Employee Relations offer, providing expert advice, insight and leadership to member organisations and stakeholders across the region.

Be the organisation's strategic lead on employment matters, supporting senior leaders with complex workforce issues, organisational change, employee relations, governance and risk.

Play a key role in representing regional interests nationally, contributing to policy consultations and supporting collective employment relations arrangements across local government.

Working with and providing line management and strategic direction to the HR Business Partner, help shape the future direction of our HR and Workforce services, identifying emerging trends, building strategic partnerships and ensuring our offer continues to meet the evolving needs of the sector.

Scope of the Role

Strategic HR Leadership and Advisory Services

- Provide expert, confidential and solution-focused advice on complex employment matters to senior leaders, elected members and HR professionals, ensuring the effective management of organisational risk and the delivery of strategic workforce objectives.
- Act as the organisation's lead authority on employment matters, providing expert guidance on employment law, workforce policy, employee relations and organisational change.
- Work strategically alongside the Chief Executive and Leadership Team to shape and influence regional and national workforce agendas, representing employer interests across local government and public sector networks.
- Collaborate with colleagues across the organisation, particularly the HR Business Partner function, to identify emerging workforce trends, share intelligence and develop proactive responses to evolving people challenges and opportunities.

Job Description

Regional and National Representation

- Represent the organisation and the region at local, regional and national forums, ensuring member interests are effectively advocated and reflected in workforce policy, pay negotiations, sector consultations and employment-related developments.
- Build and maintain credible and influential relationships with key partners, stakeholders and professional networks, including participation in the National Association of Regional Employers (NARE) and other strategic partnership forums.
- Support the Chief Executive in delivering the organisation's responsibilities as a Regional Employers' Organisation, providing strategic leadership and representation on employment and workforce matters.

Employment Relations and Workforce Change

- Provide high-level advice and support to political and managerial leaders on complex employee relations issues, organisational restructures, workforce transformation programmes and public service reform initiatives.
- Fulfil the role of Deputy Regional Joint Secretary (Employers), supporting collective employment relations, conciliation processes and dispute resolution activities across the region.

Policy, Governance and Organisational Development

- Lead the development, review and implementation of HR policies, procedures and frameworks, ensuring alignment with legislative requirements, best practice and organisational priorities.
- Provide strategic consultancy and policy development support to member organisations, enhancing organisational capability through the design and implementation of effective people policies and procedures.
- Ensure robust governance arrangements are in place to maintain effective HR policies, workforce plans, management processes and compliance frameworks across the organisation.
- Lead the provision of effective internal HR services and contribute to the development of a positive, inclusive and high-performing organisational culture through the delivery of strategic people management practices.

Commercial Services and Business Development

- Develop high-quality, costed proposals in response to client enquiries, commissioned work and competitive tender opportunities, contributing to organisational growth and sustainability.
- Project manage commissioned HR consultancy assignments, ensuring services are delivered to agreed standards, timescales and commercial objectives.
- Lead the design, delivery and continuous improvement of independent investigation services, ensuring the highest standards of professional practice, governance, quality assurance and client satisfaction

Job Description

Insight, Intelligence and Workforce Analytics

- Lead the identification, analysis and interpretation of emerging HR, workforce and employment law developments, providing strategic insight and thought leadership to member organisations and regional partners.
- Analyse workforce data and organisational metrics to identify trends, inform decision-making and support evidence-based workforce planning and service improvement.
- Actively gather and share workforce intelligence through engagement with professional networks, regional forums and collaborative stakeholder groups to inform organisational and sector-wide priorities.

Profile Raising and Thought Leadership

- Promote the organisation as a centre of excellence in HR and workforce practice through webinars, conferences, professional networks, publications, briefings, digital content and sector engagement activities.
- Act as an influential voice on workforce and employment matters, providing thought leadership on emerging issues affecting local government and public sector employers.

General Responsibilities

- Undertake regional travel and service delivery activities as required to support members, stakeholders and organisational priorities.
- Carry out any other duties commensurate with the seniority, scope and strategic nature of the role.



Job Description

Scope of the Role

Expert Knowledge of Employment Law and Regulatory Developments

Demonstrates comprehensive expertise in current employment legislation and emerging legal developments, translating complex regulatory requirements into pragmatic, risk-based people strategies that support organisational objectives.

Specialist Understanding of Local Government and Education Workforce Frameworks

Possesses extensive knowledge of Local Government and Teachers' Terms and Conditions of Service, ensuring compliant, consistent and strategically aligned workforce practices across complex organisational environments.

Advanced Research, Analytical and Decision-Making Capability

Applies robust research methodologies, critical analysis and sound professional judgement to evaluate complex issues, identify trends, assess organisational risk and inform evidence-based decision making.

Quality Assurance and Governance Excellence

Leads the development and implementation of quality assurance frameworks, ensuring high standards of service delivery, regulatory compliance, continuous improvement and organisational accountability.

Strategic Policy Development and Implementation

Designs, reviews and delivers innovative people policies and frameworks that reflect best practice, legislative Shaping future leaders to deliver tomorrow's growth requirements and organisational priorities, enabling positive employee outcomes and sustainable organisational performance.

Job Description

Skills and Capabilities

- Deep understanding of the public sector environment and the strategic challenges facing local government, with the ability to anticipate and respond to policy, financial and workforce developments.
- Operates with significant autonomy, exercising sound judgement and delivering high-quality decisions in complex and sensitive situations.
- Passionate advocate for customer excellence, driving continuous improvements in stakeholder experience and service delivery.
- Digitally confident leader who leverages technology, data and innovation to enhance organisational effectiveness and deliver measurable outcomes.
- CIPD-qualified HR professional with extensive expertise in strategic workforce management, employment law and organisational development.
- Accomplished facilitator and communicator, experienced in delivering impactful learning and engagement initiatives across multiple platforms.
- Strong relationship builder with exceptional influencing skills and a proven ability to engage effectively with internal and external stakeholders.
- Strategic and operational thinker with a track record of leading change, fostering innovation and delivering organisational improvement.
- Excellent presentation, report writing and communication skills, translating complex information into clear, compelling and actionable insights.





Career Pathway

Grade 13

In addition to the substantive grade 12 responsibilities;

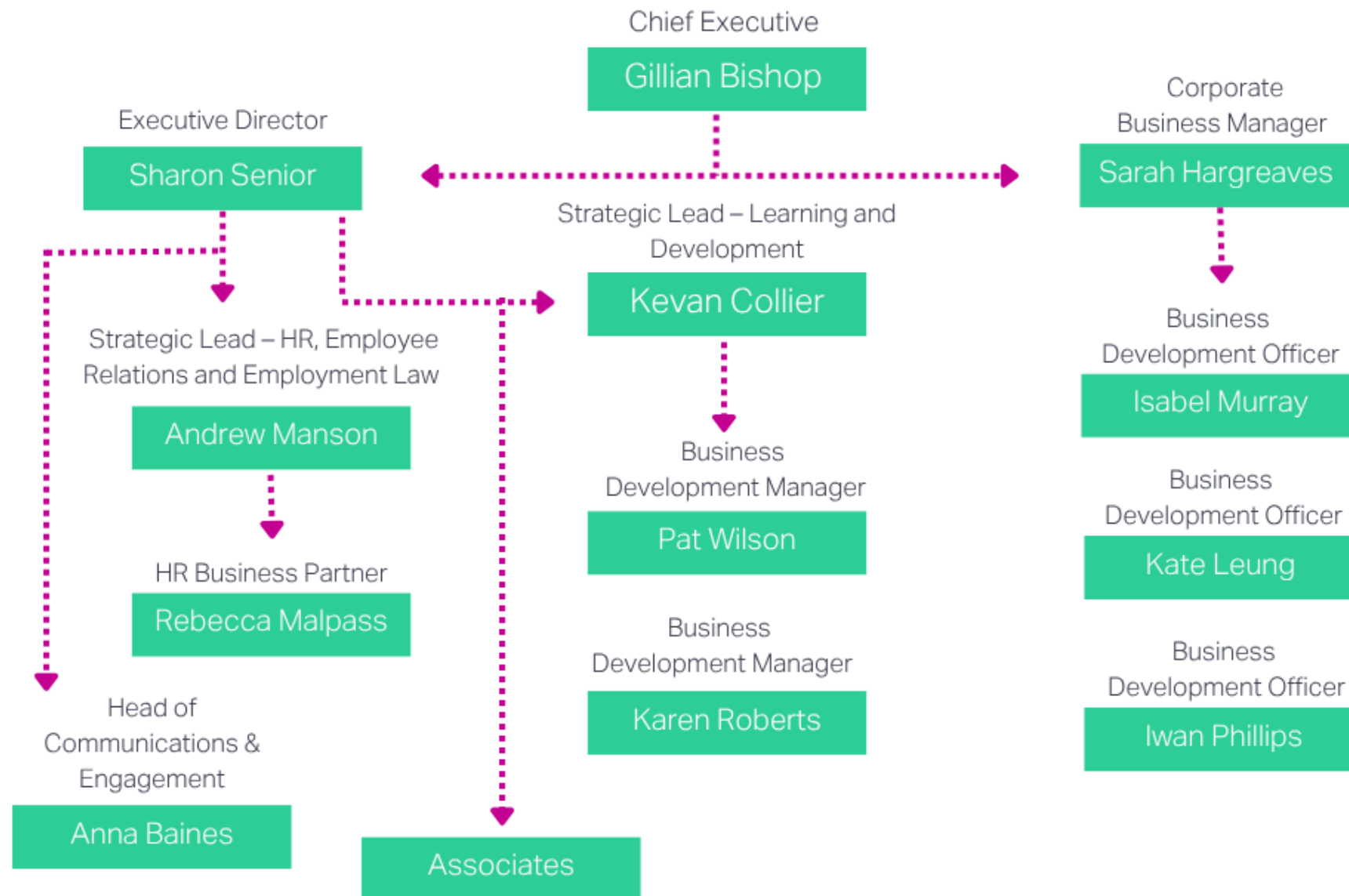
- Accountable for ensuring all people policies and working practices enable high performance and organisational capability, providing professional challenge and guidance to the Leadership Team and working closely with the Strategic Lead – Learning & Development
- Provide strategic oversight to support compliance with relevant statutory requirements relating to the maintenance, protection and publication of data.
- Develop and maintain effective working relationships with senior leaders and officers across the region, partner employer organisations and the Local Government Association

Grade 14

In addition to the substantive grade 13 responsibilities;

- Horizon scanning of key workforce challenges across the sector to inform future business development opportunities
- Develop and grow innovative HR services that deliver real value to councils and public sector organisations
- Research leading edge HR services and developments in complex organisations
- Maintain a comprehensive understanding of the political landscape across the membership, interpreting changes in leadership and priorities to assess their implications for organisational strategy and objectives

Organisation Structure



Sharpening future leaders to deliver tomorrow's growth

Our Benefits

We believe in supporting our people to thrive both professionally and personally. That's why we offer a comprehensive benefits package designed to enhance your wellbeing, career development and financial security.





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Get in Touch

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