About the Role

We’re looking for a forward-thinking, impact-driven People Business Partner to join our team on a 12-month fixed-term contract. You’ll support our Zellis business unit (BU) and report directly to the Chief People Officer for Zellis BU. This role is perfect for a People Partner who’s trusted, innovative, and ready to make a real difference in a dynamic, fast-growing environment.

Work from wherever works for you—though being near Bristol, Birmingham, Peterborough, or Watford is a bonus. We’re flexible too: we welcome applications from anyone keen on hybrid or flexible working (at least 4 days a week).

# What you’ll do

* Help bring our Group People Strategy to life within your teams—sharing insights on what works, what doesn’t, and how we can make a bigger impact together.
* Coach and partner with leaders to raise the bar, offer honest feedback, and nurture relationships that drive long-term success.
* Contribute to the Managed Services and Customer Solutions strategy, supporting the leadership team to achieve their goals
* Lead or contribute to exciting people projects and transformation efforts in both Zellis BU and the wider People team.
* Work with business leaders to create meaningful engagement plans and keep everyone clear on what’s happening—and why.
* Champion our performance management approach, encouraging regular, open check-in conversations so everyone gets feedback and clarity on their progress.
* Offer guidance and support on employment relations, always keeping risks in check and solutions people-first.
* Use data to spotlight focus areas and show progress on the goals that matter most.
* Really get to know our business priorities—commercial, financial, customer—and use that insight to shape people initiatives that move the needle.
* Help bring new companies into Zellis BU smoothly when needed.
* Be our “customer zero” and give honest feedback on new tech and products before launch.
* Share what’s important across your teams, helping other People colleagues stay in the loop.

# What you’ll bring

* High EQ and real people skills—you pick up on the vibe and can influence at every level.
* Openness to new tech, especially AI tools, to make your work smarter.
* Proven impact as part of a leadership team—quickly building trust and strong relationships at the top.
* Solid commercial awareness to add value in strategic conversations.
* Fast, confident decision-making—you see the big picture, state the challenge simply, and back your point of view with clear actions.
* Resilient, practical, and ready to take initiative—you thrive with autonomy and trust.
* Great at juggling priorities, keeping stakeholders updated, and staying on track.
* Solid knowledge of UK employment law; Irish employment law is a plus but not essential.
* Always professional and discreet—you know how to handle sensitive info.

# Why join us? (Benefits & Culture)

We’re Zellis BU, part of the Zellis Group: over 1,200 friendly people based in Bristol, Watford, Birmingham, Peterborough, Dublin and Kochi (India). We’re passionate about ensuring Zellis provides exceptional employee experiences —our average service length is 12 years, which says a lot!

Our culture is built on:

* Mental health support
* Work/life balance
* Equal opportunity and inclusion for everyone

## When you join, you’ll get:

* A career loaded with opportunities in a high growth company
* Comprehensive learning and development programs
* Competitive base salary
* 25 days annual leave (plus the option to buy more) and your birthday off, too!
* Private medical insurance
* Life assurance at 4x your salary
* Enhanced pension with up to 8.5% employer contribution
* Loads of flexible benefits covering wellbeing, lifestyle, and more