



VACANCY

HR Business Partner

Liverpool | Full Time | 35.75 Hours per Week

Starting from £50,000

The Opportunity

We're looking for an experienced HR Business Partner to work closely with our established HR Team and Chief People Officer, senior leaders and managers to turn business priorities into effective people plans.

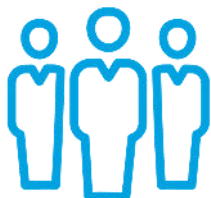
This is a varied and influential role where you'll provide trusted HR advice, support organisational change and help shape people initiatives that make a real difference to our colleagues and our business.

You'll have the opportunity to work across performance, engagement, wellbeing, talent, organisational design and change, while using people data and insight to help us make better decisions.

Our Values

Everything we do at Medicash is guided by our values:

CUSTOMER FOCUSED



We put our customers at the heart of every decision.

DO WHAT'S RIGHT



We act with honesty, fairness and integrity.

OWN IT



We take responsibility and see things through.

ONE TEAM, ALWAYS IMPROVING



We work together and continuously look for ways to improve.

If these values resonate with you, we'd love to hear from you. Please apply by emailing humanresources@medicash.org with your CV and covering letter.

About Medicash

Medicash is the UK's leading provider of corporate health cash plans, supporting over 700,000 people to take a positive approach to their health and wellbeing.

As a not-for-profit organisation, we're passionate about helping people live healthier lives while creating a workplace where colleagues feel valued, supported and empowered to grow.



VACANCY

What You'll Be Doing

- Partnering with senior leaders and managers to understand priorities, identify people risks and deliver practical HR solutions
- Supporting the delivery of our performance management and manager capability programmes
- Taking ownership of key People Plan workstreams and driving projects through to completion
- Supporting organisational change
- Helping embed our values and Manager Behaviours Framework across recruitment, onboarding and recognition
- Contributing to our wellbeing, Employee Value Proposition, employer brand, talent and workforce planning strategies
- Keeping up to date with employment law, HR best practice and the regulatory landscape
- Working collaboratively across HR and the wider business to continuously improve our people policies, processes and initiatives

About You

We're looking for someone who:

- Has experience within an FCA-regulated business – this is essential
- Has strong generalist HR experience, ideally in a business partnering, HR advisory or people projects role
- Has a CIPD Level 5 or Level 7 qualification, or equivalent demonstrable experience
- Has strong knowledge of UK employment law and experience handling complex employee relations matters
- Can build credible relationships with senior stakeholders and influence through insight and sound judgement
- Is confident using people data to identify trends and make recommendations
- Has experience supporting performance management, organisational change, workforce planning, talent or engagement initiatives
- Has excellent organisational skills and attention to detail
- Is an excellent communicator who can adapt their approach to different audiences

Why Join Medicash?

At Medicash, you'll have the opportunity to make a real impact on our people and our organisation. You'll work closely with senior leaders, help shape our people strategy and play an important role in creating an environment where colleagues can thrive.

In return, you'll join a friendly, supportive and values-led organisation that genuinely invests in its people, encourages development and is committed to continuous improvement.

Ready to shape our people experience, influence positive change and help make Medicash an even better place to work? Please apply by emailing humanresources@medicash.org with your CV with covering email telling us what excites you most about applying for this role and why you think you would be great for Medicash.