

Job Advertisement Analysis Assignment

1. Link to the Job Advertisement:

Job Title: HR Business Partner

Company: C&C Search

Location: London (Hybrid – 3 days in office)

Salary: £65,000 – £75,000 per annum

Posted Date: May 1, 2025

Link: <https://www.candcsearch.co.uk/job/hr-business-partner-18>

2. Job Description (from the Advertisement):

- Design and implement HR strategies aligned with business objectives.
- Lead employee engagement and change management initiatives.
- Manage the performance review cycle and support people managers.
- Oversee organisational design and change processes.
- Handle employee relations cases and provide HR policy guidance.
- Use HR analytics to influence decision-making.
- Support executive level recruitment and succession planning.
- Ensure legal compliance and contribute to strategic HR projects.

3. Job Specification (from the Advertisement):

- Experience in a similar HR role.
- Bachelor's degree in HR or a related field; CIPD qualification preferred.
- Strong knowledge of employee relations and conflict resolution.
- Experience working with HRIS systems (e.g., Workday, SAP).
- Excellent stakeholder and relationship management skills.
- Analytical thinking, proactivity, and a high-impact mindset.

4. Comments on the Quality of the Job Description and Job Specification:

a) Quality of the Job Description:

The job description is well written and provides a broad overview of the HR Business Partner's strategic responsibilities.

Strengths:- Covers both operational and strategic HR duties.

- Emphasises collaboration with leadership.- Highlights the use of HR data in decision-making.

Weaknesses:- No clear mention of the team structure or size.

- Lacks concrete examples of recent or ongoing HR projects.

b) Quality of the Job Specification:

The specification matches the role's responsibilities and lists essential qualifications, technical skills, and interpersonal competencies.

Strengths:- Specifies qualifications and experience needed.

- Highlights relevant systems knowledge (HRIS).
- Emphasises both technical and soft skills.

Weaknesses:- Only mentions '3+ years' of experience, which may not reflect the strategic seniority of the role.

- Does not include soft benefits or flexible working policies.

5. Relationship Between the Job Description and Job Specification:

There is a strong relationship between the job description and specification. However, the experience requirement seems relatively low compared to the strategic level of the tasks expected, which could create confusion about the seniority of the role.

6. Recommendation to Improve the Quality of the Advertisement:

To improve the clarity and quality of the job advertisement, the employer should:- Specify the expected seniority more clearly.

- Add examples of HR initiatives or projects.
- Include information about benefits and hybrid policy.