

**Job Spec Code: LP02**

**Job Title: Performance & Talent Consultant – Culture & Capability - Centrica**

**Scene setter:**

We're looking for someone to help us accelerate our Performance and Talent plans, aligned to our strategic ambitions. The successful candidate will work closely with the Centrica Emerging Talent Team to continue to drive greater synergy – whilst helping drive our regular rhythm of talent activities to better understand our talent of today and support with embedding our performance practices.

**Overview of role:**

Within the People Function and in People Culture and Capability (Performance and Talent), you would:

- Onboard and develop our Early and Emerging Talent through a seamless experience
- Design and deliver a consistent, future-focused Talent approach and support succession planning for critical roles
- Help leaders to identify and mobilise talent across Group, supporting colleagues in easily navigating career ambitions
- Simplify the Performance Experience for managers and colleagues

You'd also support and work in close partnership with the Performance and Talent Leads to drive our Performance and Talent ambitions, including:

- Support to drive a consistent, future-focused Talent & Succession approach, with regular rhythm of talent conversations, clear development plans & intentional talent acceleration programmes
- Leveraging data and insights to inform recruitment & development of critical capabilities
- Support to embed a simplified Performance Experience, which encourages meaningful manager and colleague connects, regular feedback and drives clarity on evaluating performance

You'll help us to create sustainable solutions to support colleagues in creatively considering career destinations and invest in an Internal Talent Marketplace, empowering colleagues to gain exposure and diversify experiences

**Attributes we need:**

- Readily demonstrates a growth mindset and adaptability
- Relationship builder - strong team player who encourages co-operation, mutual trust, and open communication
- Excellent stakeholder management, able to collaborate well with internal and external colleagues across geographical locations
- Effective networking & influencing skills. Ability to negotiate effectively with internal staff and external service providers
- Someone who will actively challenge status quo to deliver better outcomes

- Applies appropriate techniques to analyse data, generate insights
- Consistently meet deadline and completes task promptly
- Strong presentation, communication, and written skills – ability to articulate a compelling argument, verbally and on paper

From Centrica's Core Capabilities, we're also looking for the following:

- Prioritisation
- Ability to challenge & support
- Growth Mindset
- Trustworthy
- Relationship Building Skills

### **Key accountabilities during placement:**

- Support in driving best practice talent reviews and succession planning including identifying and assessing talent and proposing development initiatives to drive increased mobility and advancement
- Support the Performance Enablement approach, identifying opportunities to simplify the colleague experience and driving a culture of coaching and career conversations
- Support to strengthen and diversify talent pipelines for business critical and leadership roles in partnership with Learning & Development (L&D) and Leadership & Culture
- Support to develop materials to people & business stakeholders on performance and talent related matters, along with roll-out of new performance and talent products and solutions.
- Maintain an external outlook to remain in touch with future thinking
- Support existing talent programmes and work in partnership with L&D to ensure any newly required development programmes are appropriately designed and implemented, delivering the desired outcomes
- Optimise usage of Workday to support and enhance all performance and talent activities, leveraging data and insights to inform effective performance and talent decisions

### **Essential and Desirable:**

Essential:

- An availability date to begin placement from 20<sup>th</sup> September onwards

Desirable:

- Experience coaching, exposure to high performance culture (desirable)
- Degree educated or equivalent
- Previous experience in either the private or public sector

**Career potential beyond placement:**

Successor to Performance & Talent Lead

<b>Location of Placement:</b>	<b>Placement Salary</b>	<b>Length of Placement</b>
Hybrid role based from home, with occasional office travel (mostly to Windsor)	Between £43,000 - £53,000 depending on experience	9 months

**Useful web links:**

[Centrica | Home](#)

[Centrica Energy Storage Limited \(CES+\)](#)