



People Advisor

Introduction

MHP Mischief is a unique combination of two market-leading brands. Together, we are greater than the sum of our parts.

We are a collection of 200 communications specialists, blending behavioural science, influencer strategy, creativity, audience insight and industry expertise.

MHP helps clients navigate the volatile, activist and tribal Networked Age. Mischief is engineered to win in the Attention Rebellion era.

Our specialist areas include consumer comms, corporate reputation, crisis management, capital markets, public affairs, health and financial services.

We represent some of the most-loved, most-trusted and most intensely scrutinised brands in the country, including AstraZeneca, Coinbase, Huawei, Innocent, JustEat, Lego, Restaurant Group, Marshmallow and Sky.

The role

The People Advisor supports the Head of People to deliver the people strategy and related activity to support a first class and inclusive employee experience.

The role will be generalist in nature, partnering closely with the Head of People and MHP Mischief leadership team with a focus on building strong relationships in order to influence and roll out key people initiatives.

The People Advisor is supported by a People Co-ordinator.

Responsibilities: What you will do

You will provide the full spectrum of People Partner support to your stakeholders across every aspect of the employee life cycle this will be inclusive of but not limited to:

- **People strategy:**
 - Support the Head of People in the delivery of the People strategy and help lead the communication, implementation and measurement of key people initiatives and programmes.
 - Keep abreast of and benchmark wider industry trends.
- **Business relationships:**
 - Build strong partnerships and act as a coach and constructive challenger to mid-level stakeholders.
 - Build relationships with employees to ensure we can better understand their challenges and successes.
 - Be an active advocate for the People Team.
- **Learning and Development:**
 - Work with senior stakeholders to understand their teams' needs and partner with L&D to source/deliver relevant options (internal/external)



- Manage our online learning platform (Thrive) and ensure content is up to date and relevant for employees.
- **Employee Relations**
 - Lead on ER cases with support from Head of People where needed. e.g. disciplinaries, grievances, appeals, non-collective redundancy consultations etc.
- **RD&I:**
 - Champion creating a more diverse workplace by promoting initiatives, ways of working and behaviours which will drive change.
 - Work with the Head of People, Talent Partner and our line managers to ensure that we meet our committed diversity & representation KPI's through an inclusive hiring, progression, and retention approach.
 - Support and positively embed relationships with external RD&I partners.
 - Work with our Practices to ensure our intern pipeline is making use of our Partnerships and encouraging diversity.
 - Actively work on and lead employee Wellbeing initiatives.
- **Employee engagement:**
 - Drive commitment to employee engagement and being a destination employer through relationships with senior leaders.
 - Leverage the insight gained from our employee data and employee surveys.
 - Look to continually understand the changing needs of our employees and deliver effective solutions.
- **Performance:**
 - Drive an effective approach to performance development through relationships with senior stakeholders.
 - Support the team through all performance review cycles and development planning processes to drive a high-performance culture.
 - Use career and talent frameworks to support leaders to develop the careers of our employees.
 - Keep career maps up to date and relevant by patterning with teams.
- **Policy and working practices:**
 - Understand the business and how it is structured to be commercially successful.
 - Have the ability and confidence to share ideas for improvement to our processes, policy, procedures, systems and structures with the Head of People and line managers- using the business context.
 - Proactively review and communicate HR trends/employment law that may impact the business.
 - Actively engage in and manage relationships with relevant external partners/industry bodies.
 - Always look for better ways of working to improve the team's output.



Who you are

- You have a deep passion and commitment to build a fairer, more inclusive and representative business where our people are enabled to make great work.
- You enjoy face-to-face people interaction, you embrace challenges and find ways to face into and positively resolve conflict.
- You enjoy working collaboratively as a team, you drive and share your learning outcomes.
- You take responsibility for building your generalist HR knowledge and becoming a subject matter expert.
- You have the ability to drive the strategic People Team agenda with business leaders, drawing on Centres of Excellence where required.
- You demonstrate strong generalist ER knowledge across performance and behavioural conduct.
- You take real pride in stakeholder management building strong relationships at all levels
- You are a trusted pair of hands who applies good judgement, impartiality, discretion and professionalism when making recommendations in line with the business context, our policies and employment legislation.
- You have excellent written and oral communication skills.
- You are able to analyse, interpret, and concisely communicate complex raw data in an impactful way to stakeholders, and turn this around in a very short timeframe
- You are skilled in PowerPoint and can create professional decks within tight turnaround times
- You have a confident grasp of technology and collaboration tools which help our team to work more effectively
- You thrive in a fastpaced environment with changing expectations (last minute changes) and able to work comfortably with varying degrees of ambiguity
- You are a great time manager able to work proactively, manage your own workload whilst understanding when to shout for help in a timely manner

What we offer

You can expect a friendly and dynamic working environment and an office space in the heart of the buzzing West End. Our goal is to ensure that your career here with us is fulfilling and that you're learning every step of the way on your journey through our agency. We have an online learning platform that hosts a variety of content and allows you to map your career out with all the training available to you (both online and f2f).

We have superb benefits to match including: 28 days holiday (plus bank holidays), Vitality private medical insurance, pension, season ticket loan, cycle to work & much more.

We also have a dedicated Well-being team along with a Representation, Diversity & Inclusion task force to make sure we look after all our employees so that everyone can bring their true whole self to work.