



WILLIAM GRANT & SONS

ROLE PROFILE

Job Title	Employee Experience and DE&I Partner
Business Unit / Group Function	Central Services
BU Team / Sub-Function	HR
Location	Arete
Team Leader	Head of Talent
Team Members	N/A
Job Level	3B
Role Purpose	
<p>Enhance the employee experience by leading the design of engagement, inclusion, wellbeing and employee experience frameworks aligned to WG&S values. Translate business insights, data and external best practice into practical solutions that strengthen our culture and support leaders in creating a great place to work. Working through HR Business Partners, Centres of Excellence and functional teams, provide clear foundations, guidance and initiatives that enable a consistent, inclusive and high-engagement employee experience across all locations.</p>	
Accountabilities	
<ul style="list-style-type: none">• Blend external insights and best practice with organisational culture and context to define and evolve a practical, forward-looking Culture & Employee Experience approach aligned to business priorities. Ensure alignment across the full employee lifecycle and provide clear RACI guidance for HR and Team Leaders.• Lead the organisation-wide DE&I agenda by setting direction, governance, metrics and accountability frameworks. Partner with relevant stakeholders to embed inclusive practices across all people processes and continually evolve using external benchmarks and insights to maximise effectiveness.• Design a holistic wellbeing framework (mental, physical, financial and social) informed by colleague needs and external trends. Partner with relevant CoE teams to ensure interventions are evidence-based, cost-effective and sustainable, and that all wellbeing communications are delivered in a clear and compelling manner.• Own the global Employee Engagement Survey and broader listening approach. Translate feedback into clear organisational themes and improvement actions, ensuring HRBPs deliver meaningful, business-led local plans. Own the creation of communications and storytelling to demonstrate actions and impact; and monitor progress and trends to ensure accountability.• Own and govern global family-friendly policies, processes and guidance to ensure a consistent, inclusive colleague experience. Proactively identify legislative and market changes, ensuring policies remain competitive and compliant. Partner with CoE teams to maintain alignment and remove contradictions across frameworks.• Lead delivery of the “Great Place to Work” and “Strengthen Communities” CSR pillars. Govern employee-led community initiatives including matched giving, volunteering, local giving structures and leadership team involvement. Ensure DE&I, wellbeing and culture are meaningfully integrated and measurable within CSR activity.	



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