Lead People & Development Specialist

Are you passionate about developing people and helping leaders succeed? PEAK Wind is seeking a Lead People & Development Specialist to strengthen leadership development, lead larger people initiatives, and provide trusted guidance on complex people matters. This is a senior generalist role for someone who combines hands-on experience with the confidence to turn business needs into practical solutions.

Introducing the People & Development Team

You will become part of our People & Development team, where we work collaboratively to attract, develop, and retain talented colleagues and support the business across the employee lifecycle. We share knowledge, support one another, and bring different perspectives to finding solutions that work for both our people and our business.
You will report to Head of People & Development and work closely with our Senior Management, leaders and colleagues across the business. As an experienced individual contributor, you will take ownership of your areas of responsibility while contributing to the wider team's priorities.

How You Will Make an Impact

As a Lead People & Development Specialist, you will combine broad generalist responsibilities with a strong focus on leadership development and project delivery. Your key responsibilities will include:

- Support the design, delivery, and continuous improvement of leadership development initiatives, translating leaders' needs into practical workshops, tools, and follow-up activities.
- Act as a trusted sparring partner to Senior Management and leaders on team development, performance, collaboration, and day-to-day people decisions.
- Lead larger, cross-functional People & Development projects from scoping and planning through implementation and follow-up, managing stakeholders, dependencies, and communication.
- Handle complex and sensitive employee relations cases with sound judgement, discretion, and a structured approach, involving relevant colleagues or external advisers when needed.
- Contribute across the employee lifecycle, providing pragmatic guidance and supporting consistent people practices, policies, and processes.
- Support annual people processes, including Performance & Development Dialogues and Talent Reviews, helping leaders turn discussions into meaningful development actions.
- Identify opportunities to improve how we work and share your experience with the People & Development team to strengthen our collective delivery.

What Will Make You Successful in This Role

You are an experienced People & Development generalist who enjoys both developing people and navigating the complexity of everyday people matters. You can work independently, build trust with leaders, and balance longer-term development initiatives with hands-on delivery. You will bring:

- A relevant educational background in human resources, organisational development, psychology, business, or a related field, or equivalent practical experience.
- Substantial experience in a broad HR or People & Development role, with the judgement and independence to operate as a senior generalist.
- Hands-on experience supporting leadership development, including facilitating learning

activities and helping leaders apply new approaches in practice.
•A track record of leading larger people projects with multiple stakeholders, from defining the need to embedding the outcome.
•Experience handling complex employee relations cases with empathy, confidentiality, and sound judgement, recognising when specialist or legal advice is needed.
•Strong relationship-building and facilitation skills, with the confidence to support and constructively challenge leaders.
•A structured, pragmatic approach and the ability to prioritise competing needs and follow through on commitments.
•Clear and effective communication skills in English, both spoken and written, and a collaborative mindset.
•Experience working with Insights profiles in individual or team development is a clear advantage; relevant accreditation is welcome but not required.

Why Join PEAK Wind

•An international, inclusive, and diverse workplace where differences are valued
•The opportunity to strengthen leadership and people practices in a business supporting the renewable energy transition
•Flexible working arrangements that support both your career and personal life
•A flat organisational structure where your ideas are welcomed and your contributions matter
•A strong focus on your learning, development, and professional growth.
•A culture that values commitment, meaningful contributions, and having fun

Our Commitment to Inclusion and Fair Hiring

We believe that a diverse and inclusive workplace drives innovation, creativity, and stronger results. At PEAK Wind, we are committed to fair and transparent hiring processes, welcoming candidates from all backgrounds, identities, and experiences. Our hiring decisions focus on what each person brings to the role and our team, and we are committed to ensuring transparent salary structures, with pay decisions based on clear, objective, and genderneutral criteria. Salary information, including the relevant salary band, will be shared with candidates when they are invited to a first interview.

How to Apply

We look forward to receiving your application. Applications will be reviewed on an ongoing basis, and we reserve the right to close the recruitment process once the right candidate has been found. Please apply directly through our website. If you have any questions or would like to know more about the position, please contact People & Development at recruitment@peak-wind.com.

About PEAK Wind

PEAK Wind is an independent renewable energy specialist in commercial, financial, and technical operations, delivering advisory, intelligence, and asset management services to investors and developers around the world. From onshore and offshore wind generation to Power-to-X, we work across the entire energy lifecycle to optimise operations and maintenance, enhance asset performance, and provide a holistic view of renewable infrastructure portfolios.
Our values - Expertise, Passion, Unity, and Integrity - are reflected in everything we do, from how we support our clients to how we collaborate as a team. At PEAK Wind, you will be able to apply your professional skills in a dynamic environment and experience a

meaningful responsibility and involvement.