

Director of Human Resources

Location North East | **Salary** Up to £90,000 depending on experience plus benefits

Overview

Our client is a complex, multi-site organisation with a Head Office in the County Durham area. The organisation has experienced continued growth and is looking to appoint a Director of Human Resources to drive the strategic development and day to day delivery of a highly efficient and commercial HR function.

Reporting to the CEO, the role will deliver a robust HR strategy which will support the business through a period of continued growth and transformational change. The role of Director of Human Resources will also be responsible for leading a small HR team to provide a high-quality, proactive HR service.

Job Description

Main responsibilities include:

- Work closely with the executive and senior leaders to identify HR priorities and consequently recommend people management solutions and develop the People strategy.
- Provide HR direction and key HR data metrics to support the Executive Team to maximise overall employee contribution to the achievement of business objectives.
- Develop and align structures to support the organisation's growth programme.
- Enable People capability and capacity to exceed strategic objectives.
- Line management of the HR and Health and Safety teams.
- Lead on the resolution of complex, sensitive or high-impact HR matters.
- Project planning of several HR programmes and initiatives including future acquisitions and TUPE transfers.
- Highlight and mitigate risk factors which may inhibit or delay projects deliverables, developing contingencies as required.
- Be a key contributor to cultural transformation processes.
- Visibly support the leadership team and their agenda, acting as a role model to promote team work and organisational effectiveness.
- Proactive relationship management with unions.
- Strategic lead on the development of Recruitment and Learning and Development processes to better improve talent attraction and retention across the organisation.
- Develop organisational capability ensuring this is fit for purpose across the business.
- Develop the Employee Health and Wellbeing strategy across the business.
- Develop a long term HR strategy for the organisation which focuses on culture and values for success.

Person Specification

The successful candidate will:

- Have a demonstrable track record of operating at the HR Director level and have the ability to translate strategic thinking into pragmatic delivery.
- Be a credible HR leader and be able to influence across all stakeholder levels.
- Have recent significant HR and development experience gained from within a large, complex environment.
- Have demonstrable experience in the proactive relationship management with Trade Unions.
- Be professionally qualified, CIPD or equivalent.

The role will be based from the Head Office in the County Durham area with North East regional travel expected. Competitive salary plus excellent benefits including an enhanced pension scheme and holiday allowance on offer.

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