

Director of People

Location North East | **Salary** £100,000 - £125,000 per annum depending on experience. Enhanced pension and benefits with hybrid working.

Overview

Our client is a high-profile, large and complex organisation with headquarters in Newcastle upon Tyne. The organisation has an exciting vision and strategy for growth and continues to expand and transform its critical services and operations nationwide.

The People Director will have significant scope and influence for shaping and delivering a robust people strategy in line with the organisation's overall business objectives. Working closely with the Executive Team, the post holder will embed, deliver and strengthen a comprehensive range of people solutions across the full breadth of organisational activity.

Job Description

Key Accountabilities:

- Provide strategic and technical HR expertise to deliver a pioneering people agenda, setting and achieving key performance indicators to meet the organisation's overall people and business objectives.
- Develop and inspire the People team promoting a high-performing, inclusive and collaborative culture across all HR disciplines including Employee Relations; Business Partnering; Reward; Talent Acquisition; Learning and Organisational Development; and Colleague Experience.
- Partner with the executive leadership team to provide expert counsel on all aspects of people strategy.
- Contribute to board meetings and collaborate with Executive and Senior Management colleagues across the wider organisation.
- Identify and develop ways of working within the People function to increase capability and overall efficiency.
- Lead the advancement and adoption of strategic workforce planning to ensure the organisation remains agile and well-prepared for the future.
- Be an expert practitioner and deliver best practice throughout large-scale, complex programmes of change.
- Provide strategic direction and influence commercial thinking on all people related projects and initiatives.
- Build and lead effective partnerships with unions and other relevant boards and committees.
- Ownership of the People budget, delivering efficiencies and good value for the organisation.
- Use data and insights to drive change and inform future workforce planning and development.

Person Specification

Successful applicants will:

- Be a credible People leader who can successfully influence across all stakeholder levels including Board, Executive and Senior Leadership Teams.
- Have extensive experience in delivering large scale HR change and organisational transformation projects, ideally gained from within large public-sector environments.
- Be a commercially astute leader who is accountable for managing large complex budgets.
- Hold a suitable professional qualification and be degree qualified as a minimum.
- Be based in the North-East and be able to travel nationally.

Package is £100,000 to £125,000 per annum depending on experience. Enhanced pension and benefits with hybrid working.

0191 488 4955 | info@michellesimpsonhr.co.uk