

Head of People and Culture

Location North East | **Salary** Competitive salary plus comprehensive benefits package

Overview

We are exclusively working with a well-known, respected North East employer to recruit an experienced Head of People and Culture. Based at their Newcastle Head Office, the role will be responsible for all aspects of the People function including the development and delivery of a proactive and value-focussed People Strategy.

The role of Head of People and Culture will work closely with an established Management Team to develop and strengthen the organisation's employee value proposition. The position will lead projects to enhance employee wellbeing, contribute to the recruitment and retention of high quality employees, and drive personal and professional development.

Job Description

Reporting to the Chief Operating Officer, this role will be pivotal in the success of developing and delivering a strong and positive culture across the business.

Role accountabilities:

- Develop strong relationships across the organisation to ensure a cohesive, value-added HR service is achieved in line with business objectives.
- Work collaboratively with key stakeholders making significant decisions on people related initiatives and activity.
- Drive, develop and execute the organisation's HR Strategy and HR Projects.
- Champion a positive, inclusive workplace culture aligned with business objectives.
- Lead and manage all recruitment and learning and development initiatives to attract and retain top talent within the business.
- Review and enhance current HR systems, processes and documents and implement continuous improvement measures when necessary.
- Provide high quality advice, guidance and support on all employee relations matters in line with HR best practice.
- Visibly support the leadership team and their agenda, acting as a role model to promote organisational effectiveness.

Person Specification

The successful candidate will:

- Have a demonstrable track record of operating at both an operational and strategic Head of HR level.
- Be a credible HR leader and be able to influence across all stakeholder levels.
- Have significant proven experience in driving a positive culture and promoting development.
- Have outstanding communication skills.
- Be CIPD qualified.

The role will offer:

- Competitive Basic Salary.
- Comprehensive Benefits Package.
- Hybrid working options.
- 25 days holiday + Bank Holidays.

0191 488 4955 | info@michellesimpsonhr.co.uk