

Head of People

Location North East | **Salary** Highly competitive salary depending on experience plus benefits

Overview

Our client is highly successful, innovative organisation headquartered in the North East. A key player in its field, the business is committed to staying ahead of industry expectations and creating an environment where its people can thrive.

To support this continued success and ambition, an excellent opportunity has arisen for the appointment of an experienced senior HR leader. As a member of the Senior Leadership Team, the Head of People will strategically partner with senior stakeholders to build organisational capability and drive performance aligned to the company's strategic objectives. The post holder will define the People agenda and deliver high-quality people solutions across the organisation. The role reports into the Chief Executive Officer and will be responsible for leading the People function.

Job Description

Key Accountabilities:

- Act as a strategic Business Partner and trusted Advisor to executive and leadership teams to develop and deliver the People Agenda.
- Influence organisational decisions aligning people priorities with commercial objectives.
- Be the strategic and operational lead on the full range of people solutions including: Talent Acquisition, Management and Development; Employee Engagement and Culture; Employee Relations; and Organisational Change.
- Strategically partner with senior leaders on Organisational Design and Change Management, leading transformation initiatives that enhance efficiency, agility and organisational effectiveness.
- Develop and lead a team of proactive and high-performing HR professionals.
- Empower managers and leaders across the organisation by building their capability and confidence to drive overall business performance.
- Lead Talent Management and Development activity overseeing talent acquisition, workforce planning, succession planning and leadership development.
- Provide strategic oversight of the employee experience, ensuring initiatives across Reward, Development, Engagement and Inclusion are consistent, fair and commercially sustainable.
- Own HR operations and compliance ensuring HR policies and practices reflect employment law and best practice.

Person Specification

Successful applicants will:

- Be a credible HR leader who can successfully influence across all stakeholder levels including Executive and Senior Leadership Teams.
- Be effectively working at or working towards HR Director level.
- Have deep expertise in strategic HR and business transformation gained from within agile and commercial environments.
- Have a track record in developing team members and empowering staff.
- Have a measured and considered communication style that fosters trust and credibility.
- Be known for winning and influencing people in a positive manner.
- Have exceptional commercial acumen and knowledge of the latest HR trends and best practices.

Experience within professional, creative or project?driven environments would be highly advantageous.

The position is based in the North East and offers hybrid working. Candidates across the region are encouraged to apply. The role includes occasional international travel and offers a highly competitive salary and benefits package.

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