michellesimpson
HR RECRUITMENT

HR Business Partner – 12 month contract

Location North East | **Salary** £45,000 - £50,000 per annum plus benefits

Overview

Our client is a well-established, international business with substantial operations in the North East. They are looking to appoint a pragmatic and commercially minded HR Business Partner who will take ownership of all site-based people activity. You will work closely with operational leaders to support business performance, employee relations and organisational development. This role will initially be engaged on a fixed term basis for a period of 12 months and based in the Sunderland area.

Job Description

Reporting to the UK HR Lead, main responsibilities include:

- Partner with site leadership teams to deliver operational HR support, ensuring people initiatives align with wider business objectives.
- Provide expert HR guidance and coaching to managers on a broad range of people matters, helping to drive performance and organisational effectiveness.
- Support business change programmes, leading the people aspects of change and ensuring successful implementation across the site.
- Lead on complex and high-risk employee relations cases, providing commercially focused advice and ensuring legal and procedural compliance.
- Develop and implement employee engagement initiatives, analysing feedback and driving actions that enhance employee experience and retention.
- Coach and challenge managers on performance management, talent development and succession planning to strengthen capability across the business.
- Partner with managers on recruitment and workforce planning activities, ensuring the attraction, retention and development of key talent.
- Identify and lead continuous improvement initiatives and HR projects that enhance people processes, improve efficiencies and support business performance.
- Analyse people data and trends to inform decision-making, provide insights and support the achievement of operational and strategic objectives.

Person Specification

The successful applicant will:

- Have a proven track record of delivering a high standard of HR service from within a commercial or industrial environment.
- Have proven experience at the Senior HR Advisor, HR Business Partner or HR Manager level.
- Be a strong communicator and able to work with stakeholders at all levels.

The role is predominantly site based in the Sunderland area offering 1 day working from home per week.

Contract Length

12 month fixed term contract.

0191 488 4955 | info@michellesimpsonhr.co.uk

Michelle Simpson HR Recruitment Ltd, YBN, 7 and 8 Delta Bank Road, Metro Riverside Park, Gateshead NE11 9DJ
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