

HR Lead

Location North East | **Salary** Highly competitive salary plus benefits

Overview

Our client is an established, successful organisation with operations worldwide. We are delighted to be partnering with them to appoint a commercial senior HR leader who will deliver a high-impact, business-focused HR service across their UK operations.

Based at their Durham site and reporting to the Group Managing Director, this role will work closely with the executive and senior leadership teams across all UK locations, acting as the organisation's HR expert and taking responsibility for driving all aspects of HR activity.

Job Description

Main accountabilities:

- Partner with the executive and senior leadership teams to identify HR priorities and provide expert counsel across the full HR agenda.
- Recommend and deliver people-focused solutions that enable the organisation to meet its business objectives.
- Provide HR direction and meaningful people data insights to support the executive team in maximising employee contribution to overall business performance.
- Lead on the development of sustainable Talent Acquisition and Talent Development processes to better improve talent attraction and retention across the organisation.
- Integrate sustainability and ethics into the entire employee lifecycle and strengthen ED&I and Wellbeing policies.
- Be well versed in current UK employment legislation and lead on the resolution of high-impact HR matters.
- 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.
- Be a key contact for international sites supporting expat employees based abroad.

Person Specification

The successful candidate will:

- Have a demonstrable track record of operating at a senior HR level and have the ability to translate commercial thinking into pragmatic delivery.
- Be able to balance high-level and critical HR priorities as well as operational HR activities.
- Have straightforward communication skills with an ability to win and influence people in a positive manner.
- Be professionally qualified, CIPD or equivalent.
- Be based in the North East and able to travel to other UK locations occasionally.

Highly competitive salary and benefits package is on offer. Role will be based at the Durham office with hybrid working.

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