

HR Manager – 18 month Fixed Term Contract

Location North East | **Salary** Competitive plus benefits

Overview

We are working exclusively with a hugely successful international business within the manufacturing industry. The organisation is globally renowned and continues to embark on a period of proactive change and investment in their UK operations.

To support this continued change a newly created opportunity has arisen for the appointment of an experienced HR Manager who will lead the operational HR activities on site. The role will also support the Head of HR in the development and implementation of the strategic people agenda.

Job Description

Reporting to the Head of HR the role will involve all aspects of HR within a fast-moving production facility:

- Manage the provision of operational HR activity which will include Employee Relations situations, recruitment processes and change management.
- Provide HR direction and support to key stakeholders and employees.
- Proactive engagement with Union representatives to achieve and maximise business objectives.
- Lead on complex employee relations cases.
- Influence and engage senior managers in performance management activity.
- Support managers through absence management processes.
- Support and coach stakeholders in recruitment activity and workforce planning.
- Prepare, manage and communicate relevant Management Information to the business.
- Provide pragmatic and commercially orientated solutions to the line management team.
- Take ownership of the site's reward and benefits scheme.
- Assist with ad hoc HR Projects and initiatives.

Person Specification

The role will initially be for a fixed term period of 18 months but there could be a possibility of this becoming permanent for the right candidate.

The successful candidate will have demonstrable HR experience gained at HR Manager or HR Business Partner level from within a fast-paced industrial environment. The role requires a business focussed HR professional who can provide HR solutions in alignment with commercial objectives.

To be successful in the position the person will need to:

- Have demonstrable experience of working as a Business Partner in delivering a value-added operational HR service.
- Have solid employee relations experience from within a unionised environment.
- Have relevant experience of coaching line managers.
- Be adaptable in an evolving and fast changing environment.
- CIPD qualification or equivalent.

Contract:

18 months with the possibility of permanent role thereafter.

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