

HR Manager – 6 month fixed term contract

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

Overview

Our client is a successful business with an international remit. A market leader within their field, they have enjoyed continued growth and are investing to support continued success.

We are working with them to recruit a driven and experienced HR Manager. The role will manage and develop the HR function in order to provide a high-quality HR service within a fast-moving, complex and commercial environment. The position will initially be engaged on a fixed term basis for a period of 6 months. Although not guaranteed there is potential for further extension or for the role to be made permanent.

Job Description

Main responsibilities and accountabilities include:

- Management of all HR activity at operational and strategic levels within a complex and fast changing environment.
- Leading on all HR initiatives including Employee Relations; Recruitment; Learning and Development; and HR projects.
- Provide direction and support to key stakeholders and employees in all aspects of HR.
- Improve and streamline HR pathways and systems.
- Supporting senior management through change management activities.
- Partner with the business in the further development of HR Best Practice.
- Influence and engage senior managers in change management and performance management activities.
- Lead on Talent Management and Talent Acquisition initiatives, providing solutions to support growth plans.
- Work closely with the leadership team in HR projects as required.
- Interpret HR policies and employment legislation, advise on risk management and coach and support managers in handling change processes and complex casework.
- Lead on complex Employee Relations cases.
- Analysis of HR metrics, management information, and budget to support business strategy.
- Support the organisation in the development of employee engagement and reward policies.
- Provide pragmatic, consistent and commercially orientated solutions to the senior management team.
- Lead on Learning & Development initiatives.
- Lead continuous improvement activities and projects.

Person Specification

The successful candidate will:

- Have demonstrable experience gained at the HR Manager or Business Partner level from within a fast-paced, commercial or industrial environment. Previous manufacturing sector knowledge would be a distinct advantage.
- Be hands-on, self-driven and solution orientated.
- Be a confident communicator able to coach, influence, challenge and support stakeholders across all levels of the organisation.
- Be immediately or imminently available and able to commit to a fixed term contract.

Contract Length

6 month fixed term contract. Although not guaranteed there is potential the position could be made permanent.

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