

HR Manager

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

Overview

Our client is an established, highly successful organisation with operations worldwide. We are delighted to be exclusively partnering with them to appoint an experienced HR Manager who will lead and deliver the full HR function for their UK operations.

The role is standalone and accountable for driving all aspects of operational and strategic HR activity. Based at their North East site, reporting into the Executive team.

Job Description

Main accountabilities:

- Work closely with the senior leadership team to identify HR priorities and provide expert counsel across the full HR agenda.
- Main point of contact for all generalist HR queries within the business.
- Recommend and deliver people focussed solutions that enable the organisation to meet its business objectives.
- Develop Policies and Procedures to ensure the effective management of Human Resources within legislation.
- Provide solutions to Employee Relations situations.
- Support the business in recruitment processes and offer management delivering an excellent candidate experience.
- Provide support to directors in the development of senior management talent in a structured proven way.
- Integrate sustainability and ethics into the entire employee lifecycle and strengthen ED&I and Wellbeing policies.
- Review and develop the reward and recognition offering, ensuring the organisation can maintain being an employer of choice both internally and externally.
- Manage employee benefits schemes including pensions and healthcare.
- Be a key contact for international sites supporting expat employees based abroad.
- Provide HR direction and meaningful people data insights to support the executive team in maximising employee contribution to overall business performance.
- Manage the development and implementation of a new HR system to drive automation and efficiencies across the employment lifecycle.
- Visibly support the leadership team and their agenda, acting as a role model to promote team work and organisational effectiveness.

Person Specification

The successful candidate will:

- Have a demonstrable track record of operating at the HR Manager level.
- 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 well versed in current UK employment legislation.
- 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 in the North East with hybrid working.

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