

People Manager

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

Overview

We are exclusively working with a well-known, respected North East employer to recruit an experienced People Manager. Based at their Newcastle Head Office, the role will be responsible for all aspects of the People function including the development and delivery of the People Strategy.

The role of People Manager will lead a small People Team and work closely with an established Senior Management Team to help embed the organisation's ways of working, contribute to the recruitment and retention of high quality employees and provide well informed advice and creative solutions on all people matters.

Job Description

Main Responsibilities:

- Lead and manage a small HR team to deliver a high quality, customer focussed service across the organisation.
- Foster excellent working relationships and act as a trusted Business Partner to the Senior Management Team.
- Act as a role model to the HR team and support their development to continually deliver exceptional customer service to internal and external customers.
- Lead and manage all recruitment and learning and development initiatives to attract and retain top talent within the business.
- Support the development and execution of the organisation's HR Strategy and HR Projects.
- Provide high quality advice, guidance and support on all employee relations matters in line with HR best practice.
- Review current HR systems, processes and documents and implement continuous improvement measures when necessary.
- Management and review of employee benefits, including sourcing and introduction of new and maintaining existing platforms.
- Champion Employee Engagement.
- Management of the Health & Wellbeing strategy.
- Attending and presenting HR data, KPI's and project successes at management meetings.
- Maintaining an up to date knowledge of employment law legislation, ensuring that those requirements are adhered to at all times.

Person Specification

The successful candidate will:

- Be a CIPD qualified HR professional operating at the HR Manager or HR Business Partner level.
- Have experience of working within commercial and professional HR environments.
- Have a proven track record of operating both at the operational and strategic level with a focus on developing value-add people initiatives.
- Have experience or coaching and mentoring a small HR team.
- Have excellent interpersonal and communication skills, negotiation abilities, team building approach, and proactivity.
- Have strong, up-to-date knowledge of UK employment law.

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