

People Manager

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

Overview

Our client is a hugely successful, growing and innovative business headquartered in Newcastle. As the business embarks on the next exciting part of its development strategy, they are looking to appoint an experienced People Manager to work closely with the leadership team to support the company achieve its ambitious business objectives.

Job Description

Key Accountabilities:

- Be the operational and strategic lead on the following People areas:
 - Recruitment, selection and retention
 - Culture and engagement
 - Employee relations
 - Performance management and appraisal processes
 - People Policies
 - Succession planning
 - Learning and development
 - Diversity and inclusion
 - Reward and recognition
- Drive the execution of the People strategy aligned with the company's cultural vision and business growth plans.
- Provide expert advice and guidance on HR support, best practice and employment legislation to all stakeholders.
- Deal with all employee relations matters in line with employment legislation.
- Develop the organisation's onboarding and induction programmes to offer an excellent employee experience.
- Develop and align structures to support the business growth strategy.
- Lead on People-related projects for the business.
- Own, evaluate and amend all People-related policies within the business to match culture and values.
- Be key in providing a robust Talent plan to deliver recruitment and retention to support the growth strategy.
- Strengthen the employee experience to promote an engaged and motivated workforce.
- Develop and lead a People Assistant.
- Take ownership of HR KPI's and present to the leadership team and Board.

Person Specification

The successful candidate will:

- Be an experienced generalist HR professional at the HR Business Partner or HR Manager level.
- Be commercially focussed, astute and driven to promote positive change.
- Have a flexible approach to manage both day-to-day operational as well as strategic activities.
- Have experience gained within a commercial environment.
- Be an effective Business Partner and able to work with stakeholders at all levels including executive.

The role is based out of the Head Office in the Newcastle area with the opportunity to work one day per week from home. The role will be suitable for applicants who are seeking development into a more strategically focussed position whilst still maintaining the operational day to day HR accountabilities for the business. This is an excellent opportunity to join an ambitious organisation and develop as the business continues to grow.

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