

Regional HR Advisor

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

Overview

Our client is a market-leading organisation with a well-established presence across the UK seeking an experienced HR Advisor to join their North East team. This role will work closely with stakeholders at all levels to deliver a high-quality, solutions-focused HR service with a focus on Employee Relations.

You will act as the trusted advisor to designated stakeholder groups across the North East region, providing hands-on HR support and leading a proactive approach to Employee Relations. The position is primarily home-based, with weekly regional travel and occasional national travel required.

The position offers a competitive salary and benefits package. The successful candidate will be based near the Newcastle area and able to travel across the North East region.

Job Description

Reporting to the HR Manager, main responsibilities include:

- Working as part of the HR team to provide an effective and efficient HR service to all business areas.
- Build and maintain effective relationships with key stakeholders to ensure HR is able to support the business objectives.
- Coach and Mentor line managers in all people management related activity including: Disciplinary and Grievance; Performance Management; Terms & Conditions.
- Manage and resolve complex and escalated Employee Relations matters.
- Monitoring and managing absence management and performance management cases.
- Be involved in a suite of HR initiatives supporting the HR Lead in the delivery and communication element.
- Deliver HR related training to management teams.
- Identify any trends within HR reports, resolving issues and suggesting ways of continuous improvement.

Person Specification

The successful applicant will:

- Have a proven track record of delivering a high standard of HR service from within a commercial environment.
- Have demonstrable experience at the HR Advisor or Senior HR Advisor level and be confident in managing Employee Relation matters.
- Be resilient, approachable and engaging with people at all levels across the organisation.
- Be a self-starter and able to effectively manage their own diary.
- Be mobile and comfortable with regional travel and occasional national travel.

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