

Senior HR Advisor

Location North East | **Salary** Competitive salary dependent on experience plus excellent benefits including bonus and enhanced pension

Overview

Our client is an established, successful business with a main UK base in the Newcastle area.

We are working with them to recruit a proactive and experienced HR generalist to join the team on a permanent basis. Reporting into the HR Manager, the role will be responsible for managing all aspects of operational HR activity within a complex, fast-paced environment.

The role of Senior HR Advisor will deliver a high-quality HR support across the entire employee lifecycle to managers and key stakeholders across the business.

Job Description

Main accountabilities:

- Management of all HR activity at operational levels within a commercial and fast paced environment.
- Provide HR direction and support to the site leadership team and employees to maximise overall employee contribution to the achievement of business objectives.
- Coach and provide advice and guidance on all aspects of HR issues including: Absence Management; Disciplinary and Grievance issues; Performance Management; Terms & Conditions.
- Build and maintain effective relationships with key stakeholders across multiple sites to ensure HR is able to support the business objectives.
- Support and oversee recruitment and onboarding activities.
- Develop Policies and Procedures to ensure the effective management of Human Resources within legislation.
- Support senior management through change management activities.
- Lead on complex employee relations cases.
- Influence and engage senior managers in performance management activity.
- Support in the delivery of a variety of HR projects and initiatives.

Person Specification

The successful applicant will have a proven track record of delivering a high standard of HR service at the HR Advisor or Senior HR Advisor level from within a commercial or industrial environment. You will have up-to-date knowledge of employment legislation and be comfortable in managing end to end employee relations cases.

The role will be based predominantly on site in Newcastle and require occasional travel to another site outside of the region. The position offers a competitive salary plus excellent benefits including enhanced pension and flexible working.

0191 488 4955 | info@michellesimpsonhr.co.uk