

## Senior HR Manager (UK)

**Location** North East | **Salary** Competitive salary plus benefits including bonus scheme

### Overview

We are exclusively supporting our globally renowned, industrial sector client to recruit their UK Senior HR Manager. Reporting into the Executive leadership team in the UK with a dotted line into the Global HR Director, the role of Senior HR Manager (UK) will have the support of a HR team and take full responsibility for the development and implementation of the People Strategy across the UK business.

The remit of the role will span their multiple UK sites and be based at their North East operations.

### Job Description

Role accountabilities:

- Develop strong relationships with the UK and global leadership teams to ensure a cohesive, consistent and value-added HR service is achieved in line with business objectives.
- Provide a full generalist HR service taking ownership of operational and strategic activities across Employee Relations; Recruitment; Learning and Organisation Development; Change Management and Reward.
- Work collaboratively with a variety of stakeholders making key decisions on people related initiatives and activity.
- Manage and coach a team of HR practitioners to deliver a high quality and value-added HR service to the business.
- Visibly support the leadership team and their agenda, acting as a role model to promote team work and organisational effectiveness.
- Work closely with Global HR Team ensuring that new HR processes and systems are rolled out efficiently in UK.
- Develop strategies to support the business through change management and integration initiatives.
- Be key in developing robust Talent Development and Talent Acquisition strategies which will allow the organisation to effectively recruit and develop its workforce.
- Drive capability and performance across all UK operations.
- Provide leadership and guidance on issues relating to the equality and diversity agenda and champion the company's commitment to equality and diversity.
- Management of high performance generalist HR services including key KPI reporting, performance management, training, annual pay reviews and bonus scheme.
- Manage and maintain good working relationships with the recognised trade unions.

### Person Specification

The successful candidate will:

- Have a demonstrable track record of operating at a senior level working closely with senior and executive leaders.
- Have recent experience of working within an industrial, unionised environment.
- Be a credible HR leader and be able to influence across all stakeholder levels.
- Have a successful track record of managing change.
- Be comfortable in developing team members and empowering staff.
- Have outstanding communication skills.
- Be able to thrive in a complex, diverse and fast paced environment.
- Be professionally qualified to CIPD level or equivalent.

The role will offer:

- Competitive Basic Salary.
- Bonus Scheme.
- Smart Working.

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