michellesimpson
HR RECRUITMENT

Senior People Advisor

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

Overview

Our client is an impressive, market-leading organisation headquartered in Newcastle upon Tyne.

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

Job Description

Main accountabilities:

- Management of all HR activity at operational levels within a complex and fast changing environment.
- Provide HR direction and support to the senior leaders 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.
- 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 and coach senior stakeholders in recruitment activity and workforce planning.
- Proactively support and manage a variety of value-add HR 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 environment.
- Demonstrate strong knowledge of employment law and HR best practice.
- Have excellent communication skills to influence and engage senior level stakeholders.
- Show good judgement and commercial understanding.
- Be driven and motivated to develop in role.

The role offers a competitive salary depending on experience plus excellent benefits. Hybrid working is available.

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