

Head of People

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Company: Hertzian UK

Location: Stormont, Dundas and Glengarry United Counties (Alexandria)

Category: office-and-administrative-support

We are in search of a dynamic and personable individual to assume the position of Head of People. In this role, you will establish robust connections with department heads, spearheading training initiatives and organizing events both within and outside the company. The ideal candidate will demonstrate exceptional communication abilities, and a thorough understanding of people, training and human resources. We welcome candidates who can seamlessly blend strategic thinking with interpersonal finesse to drive impactful initiatives that enhance our organizational culture. If you are passionate about cultivating talent and orchestrating engaging events, we invite you to bring your expertise to our team.

What You'll Do As the dedicated professional overseeing training, people, and events, your key responsibilities will revolve around collaborating closely with the operations team and the CEO. Your primary focus will be on the development and execution of comprehensive training programs and workshops, catering to both internal teams and external stakeholders. You will be instrumental in formulating a strategic approach that not only motivates individuals but also provides the necessary support to maximize productivity across the organization. Your expertise will be crucial in crafting initiatives that enhance the skills and capabilities of the people, contributing to overall professional growth. Playing a central role in the planning and execution of events and workshops, you'll be the driving force behind creating impactful and engaging experiences to both internal and external stakeholders.

Objective of the Role:

Develop creative and innovative event concepts that align with the organization's brand and messaging.

Ensure the seamless execution of training events, paying attention to detail and maintaining high-quality standards.

Champion diversity, equity, and inclusion initiatives to create a diverse and inclusive workplace that values and respects all employees.

Attract and retain top talent by overseeing effective recruitment, onboarding, and retention strategies.

Foster a positive workplace culture that promotes employee engagement, satisfaction, and overall well-being.

Implement training and development programs to enhance the skills and capabilities of employees, contributing to their professional growth and the organization's success.

Establish and manage performance management systems, including goal setting, performance reviews, and feedback processes.

Cultivate positive employee relations by addressing concerns, resolving conflicts, and promoting open communication.

Collaborate with leadership teams and department heads to align HR strategies with overall business objectives. Implement initiatives that support employee well-being, health, and work-life balance. Responsibilities Include: Ensure that we maintain and comply with our diversity, ethics and inclusion policies.

Be a point of contact for all staff complaints, concerns or issues following HR policy and structure.

Develop and deliver on training and events for both internal and external stakeholders.

Continuously monitor and evaluate the performance of the HR function for training, productivity and wellbeing.

Actively engage with local organizations and communities to build Hertzian's presence and reputation, contributing to its local ecosystem.

Address any issues or challenges that may arise during local partnerships, working to find solutions that maintain positive relationships.

Identify and recommend new local partnership opportunities that can drive innovation and contribute to Hertzian's growth within the local market.

Skills and Qualifications The ability to develop a clear people strategy that aligns with the organization's objectives and local market dynamics.

Strong interpersonal and relationship-building skills to establish and maintain connections with local vendors, people, and organization heads.

Proficiency in negotiation techniques to create mutually beneficial partnership agreements.

Excellent written and verbal communication skills to articulate training, events and workshops.
Proficiency in using data and analytics to inform HR decisions and measure the effectiveness of HR programs.

The ability to identify innovative opportunities for growth and partnerships within the local context.

Nice to have: Knowledge of legal and regulatory requirements related to employment and HR compliance.

Experience working within a SaaS-based company.

Further Details Starting £30K (pro-rata & dependent on experience)

Location:

Cornwall

Type:

20-40 hours per week

Seniority Level:

Senior

Working Alongside:

Chief Executive Officer

Application Deadline:

Open position until filled

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