

## Human Resources Business Partner

30 hours per week

Leeds (Hybrid)

Salary £42,000 (FTE) PLUS benefits

Are you a proven HRBP or Senior HR Advisor looking for your next career move and can demonstrate a well-rounded generalist background? Do you want to join a growing company with a clear social purpose, that places customers at the heart of everything they do? If the answer is yes, then a role here at **Lantern** could be your future.

### About the role

Reporting to our Director of HR & Talent, we have a fantastic opportunity for an experienced HRBP or HR advisor to help shape the future of our people. At **Lantern**, we operate in a fast-paced environment but with that comes variety. You'll have the chance to get involved in activities such as:

- Being the subject matter expert for all day-to-day employee relations queries. You'll provide support and guidance to our managers on processes such as, absence management, disciplinaries and grievances.
- Working alongside our Senior Leadership Team to deliver and implement our people agenda.
- Influencing our reward, compensation, and benefits portfolio so we are competitive in the marketplace.
- Developing and mentoring a HR Administration team, ensuring they have the tools they need to reach their full potential.
- Working closely with the Recruitment Partner to deliver a first-class onboarding experience for our new starters.
- Liaising with Payroll regarding salary queries, employee changes and our joiner/ leaver processes.

### About you

You'll bring proven experience working in a generalist HR role already and ideally within a Financial Services business (although we'll consider candidates from other industries) and will be able to demonstrate:

- CIPD Level 5 qualification.
- A minimum of 3 years' experience operating in a similar role.
- Experience of working within an FCA regulated environment is desirable.
- Some supervisory experience.
- Experience of providing HR support across multiple sites.
- Exposure to using HRIS systems for data gathering.
- Strong MS Office experience, including advanced Excel and MS Teams.

You will be:

- Detailed focused- always ensuring your work is accurate and of a high standard.
- Resilient and flexible in your approach to work – no day is the same.
- Creative- we love hearing new ideas from our colleagues about how we can do things better.

## We are Lantern.

Let's face it, debt is never easy. When it comes to debt collection, we believe there's a better way – one that involves treating our customers with the empathy and respect that they deserve. Here at **Lantern**, we recognise that everyone's circumstances are different. There isn't a solution that works for everyone. That's why we choose to take a different approach – a more *human* approach.

Since 2008, we've helped over 2.5 million people clear their debt with us in a way that is sympathetic and flexible. We put our customers in control. We take the time to get to know them so that, together, we can create an affordable and sustainable repayment plan to set them on the pathway to becoming debt free. Our efforts haven't gone unnoticed, and we've been awarded with the Investors in Customers 2023 GOLD standard for our dedication and ongoing commitment to customer care. For us, it's quite simple: we choose to treat our customers the way we would want to be treated.

## We reward great work.

- Discretionary annual bonus scheme, up to 10% of your salary.
- Hybrid working so you can work around life's other commitments.
- 33 days annual leave (incl. public holidays) rising to 36 with LOS.
- Private Medical Insurance.
- Life Assurance Plan.
- Discounts at major UK retailers.
- Paid volunteering opportunities.
- Recognition awards, celebrations, parties and more!

## What happens next?

We'll be in touch if your application is successful so keep an eye on your emails! We'll arrange a short call to learn more about you and answer any questions you have. If it feels like we're a good match, we'll share your CV with the hiring manager to review. Our interview process is tailored to each role and can be in-person or held remotely. Full details will be confirmed if your application is progressed to the next stage.

## We are inclusive.

We're committed to becoming an employer of choice for diversity, where leaders, structures, and interactions encourage you to thrive at work and be yourself. As an inclusive employer, please do let us know if you need any adjustments during our recruitment process.

*We're an equal opportunities employer with a diverse, inclusive, merit-based, and equitable workplace. We recognise that diversity drives our creativity, resilience, and success and makes our business stronger.*

**Due to the nature of our business, all offers of employment are subject to satisfactory background and vetting checks, including employment references, DBS (basic), credit file search, PEP and financial sanctions searches.**