

THE LANTERN PROMISE

We'll treat you as an individual - With the respect you deserve, like we ourselves would want to be treated

We'll keep listening & talking - Taking the time to hear your views and keeping you in the loop with ours.

We'll help you grow - Giving you chances to step up in your role and move up in the organisation.

We know that it's important to make room for fun - Because while work can be many things, it should also be enjoyable.

THE ROLE

We're a small company with a Big Heart – and we show it every day in our values. Our HR Business Partner will play a key role in working with our management teams to drive cultural change, values driven performance, engagement, resourcing, talent and succession planning. You will be comfortable as a hands-on HR generalist, providing day to day F2F support and advice to our management teams and delivering best practice HR, to achieve business objectives, in a cost-effective manner and in line with company policies and procedures, as well as legislative requirements. You'll work closely with our L&D Manager to identify performance development needs and drive a continuous improvement approach.

WHO WE ARE LOOKING FOR

You'll ideally have experience as a HR generalist or HRBP within an FCA regulated environment and you'll know what great looks like in terms of best practice and experiential knowledge in areas such as; Employee Relations, Resourcing, Talent Management, Reward and Health and Wellbeing. This role requires someone with a strong focus, professional attitude, excellent organisational and communication skills, with the ability to influence at a senior level.

Qualifications and experience

- CIPD qualified with proven experience in a similar role
- Good understanding of HR best practice and employment legislation.
- Delivery of change management projects, including; restructure, changes to T&Cs, organisation design.
- Strong communication and organisational skills with a pragmatic approach and solutions focussed
- Professional attitude with the ability to quickly build solid relationships with credibility
- Experience of line managing HR colleagues would be desirable.

- Self-confident and able to work under pressure.
- Ability to probe, question and investigate to establish the root cause of issues.

WHAT YOU'LL BE DOING

- Provide generalist HR support and advice on a wide range of issues including recruitment, employment legislation, performance management and the implementation and application of policies
- Participate in the conduct and preparation of disciplinary/grievance investigations and meetings.
- Participate in developing departmental goals, objectives and systems
- Support and contribute towards HR Strategy
- Work closely with the L&D team to ensure that training and development plans meet the strategic needs of the business
- Assume other responsibilities as assigned by the Head of People
- Use workforce data and intelligence to create meaningful management information
- Maintain expertise by continually developing and building knowledge and skills
- Line manager for the HR Administrator

WHAT YOU'LL GET IN RETURN

- A really competitive salary of circa £36,000 per annum dependant on experience)
- Monday to Friday 37.5 hours per week.
- Up to 10% bonus paid annually
- Up to 5% employer contribution to your pension plan
- Private Medical insurance
- Generous Healthcare Cash Plan
- 24 days holiday (Rising to 27 days with length of service) + Bank holidays
- Free Parking
- Other benefits associated with forward thinking companies, including really great recognition schemes
- A newly refurbished office environment with modern facilities because where you work is just as important as what you do

NEXT STEPS

- Please apply via the link below with full details of your experience and work history.
- We will aim to respond to all candidates
- **Due to the nature of our business, any offer of employment will be subject to satisfactory background checks (DBS Basic and Employment Credit file check).**

(no agencies)

https://lanternuk.flatfeerecruiterjobs.co.uk/career_vacancies_view.html.php?ID=7894&Source=LanternCareers