

Group HR Director

c£70,000 + benefits

Gloucestershire-
based SME



PURPLE
HOUSE

**Help us to
build an HR
presence,
driving both
growth and
performance**

Our client, a private holding company for six manufacturing businesses based throughout the world, employs approximately 600 people. One of these manufacturing businesses with c.200 employees, was purchased in 2004 as a very relevant addition to the existing portfolio. The Group has proved very successful in its key markets and now has a consolidated turnover of £50m primarily from the US and EMEA and is now expanding into the major markets of SE Asia and China.

The company now needs to appoint its first Group HR Director, reporting to the Group CEO. The role will initially focus on the newly acquired company, where you will continue the change agenda by setting the people strategy, designing and implementing value-adding processes and working closely with the senior team to build capability and growth and to drive performance. Some of the key issues to address quickly will be executive recruitment and the implementation of an effective appraisal process. The role will take on an increasingly Group-wide remit once the bulk of the initial objectives have been met.

This role requires an individual with highly developed commercial skills to offer high quality service and guidance to directors, managers and employees. You will need to demonstrate:

- An achievement-oriented HR career where you have reached director or very senior management level.
- Experience gained in a variety of sectors and sizes of organisation (ideally a mix of public and private), undergoing change and/or growth.
- Ability to evidence success in influencing at a senior level, devising effective HR strategies in line with the business plan and implementing them into coherent operating plans.
- Experience of negotiating with and building effective partnerships with Trades Unions.
- Ability to demonstrate a broad base of generalist HR experience including performance management, executive recruitment and selection, development and remuneration.
- A confident and credible presence at Board level, adept at grasping and analysing financials.

In addition, we seek candidates with well-developed interpersonal skills together with the flexible approach needed within an SME. A results oriented mentality and the ability to make an immediate impact will be essential.

To apply, please send your CV with a covering letter to Lindsey Newman at Purple House HR. Email: LP@purplehousehr.com Alternatively, for a confidential discussion, please contact her on 0117 906 3424. www.purplehousehr.com