

Job Title

HR Business Partner

Salary

Up to £58,000 per annum depending on experience

Location

Manchester (4 days in the office and 1 day working from home)

Hours

37.5 hours

Our client is a community-first, national electric vehicle charging business that is employee owned. Their mission is to create a fair, future-proof infrastructure legacy that connects, engages and elevates communities.

They are building an EV charging network for the nation and are working with ambitious public and private partners across the UK to accelerate the expansion of public charging and to build a truly unified EV charging network. They have recently secured significant investment to disrupt the status quo and to play their part in responsibly transforming infrastructure across the UK.

They are currently Greater Manchester's largest publicly available EV charging network working in partnership with Transport for Greater Manchester (TfGM).

Job Profile

The HR Business Partner will provide hands on and strategic input, insight, and advice on people related issues: talent management, employee relations, coaching and development, compensation, conflict management, organisational development, and training.

The HR Business Partner will play an essential role in establishing and driving HR strategy and initiatives, while always ensuring they align with the company's business objectives.

This is an exciting opportunity for a HR Business Partner to make a real difference, our client champions employee voice, engagement, and they are passionate about the wellbeing of their people.

You will have:

- Level 7 CIPD qualification (or equivalent MCIPD/FCIPD), or degree in related field.
- Previous experience in a HR Business Partner role.
- Demonstrated experience in the various HR functional areas, especially organisation development, change management, and employee relations.
- A strong understanding of UK employment law.
- Analytical thinker, good at problem solving and decision-making skills.
- Outstanding interpersonal and communication skills, both verbal and written.
- Ability to listen and understand the needs of the employees, together with those of the company.
- Ability to stylistically adapt communication based on audience.
- High integrity.
- Ability to manage multiple, complex issues and prioritise projects concurrently.
- Coach and influence to achieve business results.

What you'll be doing:

- Partner with senior leadership to understand their objectives, challenges, and opportunities to develop and implement effective HR policies and practices that will support the strategic growth of the business.
- Support the business with performance management, career development, and succession planning, to ensure we attract, retain, and develop our employees.
- Lead on recruitment campaigns in association with external agencies, to ensure top talent is recruited and onboarded.
- Drive employee engagement including culture-building initiatives, recognition programmes, and feedback mechanisms, to create a positive and inclusive work environment.
- Champion employee wellbeing and support in the development of a culture that attracts, develops, nurtures and motivates.
- Lead on internal communications to ensure the business is up to speed on all its employees and people processes etc.
- Support on organisational design and change management to ensure we have the capabilities and structures in place to support growth and innovation.
- Provide timely advice, guidance and support to managers and employees on HR policies, procedures, and best practice. Serve as the HR expert and advocate in resolving employee relation issues.
- Educate and coach managers to help develop their management skills and ensure their capabilities in effectively managing their employees.
- Participate in the continual development of HR initiatives, such as recruiting, retention, compensation, benefits. Ultimately lead on our employee value proposition.
- Develop people strategies and design approaches for diagnosing and enhancing organisational effectiveness and employee satisfaction.
- Lead on the management and implementation of all HR systems, ensuring they are being utilised in the most efficient way.
- Analyse and interpret various types of employee reports (e.g., compensation, job levels, and attrition) to guide decision making and provide proactive solutions.
- Deliver and partner with external training parties to work on value-added programmes in areas of learning and development.

Benefits & Extras

- Following the successful completion of a probation period, employees will join our long-term Incentive plan (see below for more information).
- 27 holidays + 5 holidays for Christmas Closure + 8 bank holidays.
- Octopus EV car salary sacrifice scheme! It's like cycle-to-work, but for electric vehicles. You give up some of your gross monthly pay for a new EV and can save up to 40% on the monthly cost thanks to saving on National Insurance and Income Tax. One of the amazing benefits of this scheme is that you get a free home charger with standard installation plus 4,000 miles of home charging if you switch to intelligent Octopus!
- Company Sick Pay Scheme (following successful completion of probationary period (usually 6 months) up to 10 days full pay, in a rolling 12-month period).
- Statutory Pension Scheme (3% Employer Contributions and 5% Employee Contributions).
- State of the art offices in Manchester.
- Company Mobile Phone/Laptop and the latest IT equipment required to be successful.
- Social events.
- Competitive salary (the salary package is based on a start-up and the value you can possibly make out the success of the equity allocated to you).

LTIP

This equity award is based on a standard model for scale up businesses, which is both tax efficient and

includes pre-authorisation from HMRC to ensure no upfront tax impacts to the grant. Share options are granted to employees, meaning they have directly allocated shares in the business and so the value of the equity is based on a direct percentage of the increased value of the business. This means there is no cap on the potential from this benefit. The number of shares granted to each employee is calculated based on a percentage of the company. The future value is then based on the gain in business value from the start of the award.