



HR Director

County Durham

Neg, Depending on experience

Permanent

Sarah McKenna HR is currently representing a well-known and values-based organisation on an exclusive basis to recruit an inspirational HR Director to lead their HR and L & D function. Reporting directly into the Executive Director my client is seeking a true leader to understand current business and drive an effective workforce strategy which embraces organisational ambitions, balanced with employee needs.

After 18 months of complex mergers and acquisitions and with ambitious plans of continued growth the business requires a forward thinking, strategic and highly experienced HR Director who can deliver on HR/L & D strategy and objectives with a clear framework for staff engagement, development, performance, reward and governance

You will be responsible for building excellent relationships whilst leading a talented and motivated HR team as well as supporting the development, leadership and delivery of a high performing HR service whilst focusing on excellence, efficiency and great customer service.

Continuously promoting the values and culture of the organisation you will act as a role model and make a significant impact on culture. Ensuring that all employees are happy at work and enjoy fulfilling careers with continuous personal growth. You will be naturally resilient, used to challenge and working at pace, whilst positively influencing.

As a member of the Senior Leadership team, the HR Director will be responsible for the overall people strategy. You will shape the culture of the organisation in accordance with their values and approach to having an employee-orientated environment that emphasises quality, continuous improvement and high performance.

You will be able to establish, build and maintain successful professional partnerships with relevant stakeholders, you will ensure the provision of a professional HR advisory service to the organisation, advise on complex and sensitive organisational and people issues to enable senior managers to take appropriate action, and provide support, guidance and coaching to other HR professionals in the team.

An FCIPD qualification, together with substantial post qualification experience (or equivalent expertise through experience) of working within the charity/not for profit/social enterprise sector, is highly desirable, as is experience of managing complex TUPE projects, large scale restructure, employment tribunals and organisation development.

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