

Employee Experience Manager (People Manager)

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Company: Home Instead

Location: Saintfield

Category: other-general

Job Description

We are seeking an exceptional person who is passionate about people and the delivery of high-quality care to join our team. This is an exciting opportunity to be part of a growing business in a rewarding industry. The Employee Experience Manager will have responsibility for a range of human resources tasks, particularly overseeing recruitment and the delivery of training along with the ongoing development, engagement and retention of our Care Professionals.

Duties include, but are not limited to:

- Devising and delivering our recruitment strategy to ensure a consistent pipeline of Care Professionals

- Managing and supporting the Recruitment & Training team

- Supporting our teams through the Care Professional journey with responsibility for planning their ongoing development and appraisals

- Ensuring that the Care Professional experience is positive and engaging and reflects our culture and values

- Monitoring of staff welfare, morale and well being

- Interviewing and assessment of candidates

Maintaining the highest level of training for new and existing Care Professionals, key players, clients and community

Day to day HR functions including employee relations, performance management and involvement in HR and business projects

Delivering on all the People metrics and supporting the delivery of the wider business KPI's

Qualifications

The Ideal person:

The successful candidate will have held a people management role with experience in retention, development and recruitment, for at least 3 years, ideally within the Care sector OR held a HR role with people management responsibility and experience of recruitment and training. You will also have working knowledge of employment law, principles and procedures of HR policy and performance management.

We believe that our Care Professionals are our greatest asset, and we are passionate about the way we support and develop them. The successful candidate will need to demonstrate enthusiasm for, and experience of dealing with people to maintain the excellent job satisfaction rate within our team.

The successful candidate will also:

- Have excellent written and verbal skills

- Be experienced in the use of Microsoft office, including Word, Excel and PowerPoint

- Be confident and self-motivated and have the ability to develop and maintain excellent working relationships

- Have the ability to use initiative to resolve issues and implement change

- Line Management experience

- A driving licence and own vehicle are essential.

Additional Information

This is a full time role, working Monday to Friday 9.00am to 5.00pm, with some flexibility required to support on call.

Salary £28,000 - £31,000 depending on experience

In addition we also

Investment in you as a person.

provide Full induction programme with Industry leading training along with a learning and development programme.

Opportunities for career progression

Auto enrolment Pension Scheme

Employee Assistance Programme

If you have a passion for people and caring and the motivation to help us achieve our ambitions, we would love to hear from you.

This role is UK based and the right to work in the UK will need to be established as part of the recruitment process.

We encourage applications from all sections of the community as we want to reflect the neighbourhoods in which we work. Home Instead is committed to safeguarding and promoting the welfare of adults and expects all staff to share this commitment. This role is subject to an Access NI enhanced disclosure.

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