

United Kingdom Jobs Expertini®

HR Advisor - UK (Part-Time)

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Company: Rippling

Location: United Kingdom

Category: other-general

About Rippling

Rippling gives businesses one place to run HR, IT, and Finance. It brings together all of the workforce systems that are normally scattered across a company, like payroll, expenses, benefits, and computers. For the first time ever, you can manage and automate every part of the employee lifecycle in a single system.

Take onboarding, for example. With Rippling, you can hire a new employee anywhere in the world and set up their payroll, corporate card, computer, benefits, and even third-party apps like Slack and Microsoft 365—all within 90 seconds.

Based in San Francisco, CA, Rippling has raised \$1.2B from the world's top investors—including Kleiner Perkins, Founders Fund, Sequoia, Greenoaks, and Bedrock—and was named one of America's best startup employers by Forbes.

We prioritize candidate safety. Please be aware that official communication will only be sent from @ addresses.

What is an employer of record (EOR)?

An Employer of Record (EOR) is a service provider that allows companies to legally hire and

work with employees in foreign countries without establishing their own legal entity in that country. This is made possible through a legal arrangement where the EOR establishes its own legal entity in the country and hires employees on behalf of the client company. This arrangement offers a viable solution for companies that wish to expand their global reach without investing in setting up a legal entity in every country where they operate.

About the role

service gives companies the power to hire people across the globe without setting up a local entity. As an HR Advisor, you will support Rippling in helping manage the entire employee lifecycle for these international hires: from initial onboarding to offboarding, and everything in between. This role will be responsible for managing all employee relations issues for our EOR clients, including but not limited to, dealing with claims, investigating complaints, leave and disability management, as well as answering our client's HR questions. Additionally, you will be helping Rippling to set up and test the hiring, onboarding, transition, and termination workflows in our system.

This is an exciting opportunity to be a foundational member of the Rippling team in the United Kingdom!

What you will do

- Develop internal and external policies on leave management, performance management, investigations and claims, and terminations

- Execute leave of absence management, performance management, terminations, and other HR challenges that present legal or regulatory risk

- Work closely with our product and engineering teams to develop a best-in-class HR Services offering, that leans heavily on technology to ease the administrative burden of HR compliance

- Manage employee claims related to unemployment benefits, leave or disability benefits, workers compensation, and employee grievances

Respond to inquiries from clients, and develop programs and processes with our sales, implementation, support, and client services teams to meet our commitments to our customers

Establish processes to both professionalize our offering and optimize our efficiency around these offerings

What you will need

4+ years of experience providing HR advice/consulting services to clients, or in an internal HR business function for a fast-paced organization in the United Kingdom

3+ years of full payroll administration experience in United Kingdom

Deep understanding of human resources and payroll compliance rules and regulations in Canada

Experience managing employee claims related to unemployment benefits, leave and disability benefits, workers compensation, and employee grievances

Strong project management and organizational skills: high attention to detail with excellent work product, time management, and project execution

Excellent client-facing verbal and written communication skills

Languages: English Professional Working Proficiency is a requirement

Benefits and pension administration, nice to have

Additional Information

Rippling is an equal opportunity employer. We are committed to building a diverse and inclusive workforce and do not discriminate based on race, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, veteran or military status, or any other legally protected

characteristics, Rippling is committed to providing reasonable accommodations for candidates with disabilities who need assistance during the hiring process. To request a reasonable accommodation, please email accommodations@rippling.com

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