

United Kingdom Jobs Expertini®

Human Resources Business Partner

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Company: Frazer Jones

Location: City Of London

Category: other-general

HR Business Partner - Part-Time 4 days - up to £61000 Full Time Equivalent - Islington
12 month FTC – Maternity Cover - A very exciting HR Business Partner role working within a very renowned media and food/hospitality brand
Part-Time 4 days per week (£48,800 take home - £61,000 full time equivalent) + 7.5% retention bonus)
2 days in the office per week- Islington
To start May 2024
A fantastic opportunity to join a very famous B-corp brand that you'll certainly have heard of, in a business where employees LOVE to work and employee engagement scores very highly, with employee experience and wellbeing at the heart of this organisation!
You will partner with stakeholders across various parts of the business – TV production, editorial, marketing, restaurant and cookery school. The inspiring business is expanding so it's a very exciting time to join!
Excellent benefits and wonderful culture across the teams- very low number of ER cases across the business - this role will be mostly focused on the fun parts of the business partnering role from a generalist perspective, as well as projects and some strategy.
Job Description:
We're looking for a maternity cover for one of our HR Business Partners within our People and Development Team. The contract will run for 12 months, working 4 days per week.
Reporting into the Senior HR Business Partner, and working alongside one other HR Business Partner you will act as an advisor to managers in the business; providing support and guidance through people processes and complex employee relations cases, ensuring these are delivered at high and best practice standards.
This is a really exciting opportunity to join a small and collaborative team that is passionate about delivering a progressive people agenda for the Group of companies, all the while ensuring our work is underpinned

by our social purpose to build a healthier future for kids. As a generalist role, the day to day work varies, and may include any or all of the following areas of HR:

- Partnering with managers and the group HR Director:** Advise, coach and guide manager's on more complex HR process, policy and people matters; including employee relations cases (disciplinary, grievance, performance, probation and long term sick cases) or organisational changes (incl redundancy) and support the Group HR Director by completing tasks and projects as and when required.
- Recruitment and selection:** Champion Diversity and Inclusion whilst you partner with managers on recruitment of mid to senior level roles from assisting managers in the sign off and benchmarking process through to interviewing and advising on suitable offer packages
- Supporting scale up of our owned and Operated Restaurant Business:** Acting as the designated Business Partner to our UK owned and operated restaurant, supporting managers with any people requirements such as recruitment, benefits and rewards, talent development, performance management, mental health and wellbeing support and driving any social impact initiatives forward such as leading the charge with our Only a Pavement Away partnership.
- Health & Wellbeing:** Working collaboratively with one other HR Business Partner to design and implement the health and wellbeing agenda, organising staff comms and events, training fitness initiatives.
- Projects:** Drive change and continuous improvement by initiating, driving and delivering key strategic projects, in collaboration with the HR Director and internal stakeholders.

Ideal candidate experience/skills: You'll have previous experience operating at HR Manager or HR Business Partner level. With an excellent knowledge of employment law you have experience in managing redundancies and complex employee relations cases, implementing policies and procedures and applying practical solutions to people related issues. Your fantastic communication skills and gravitas allow you to present ideas and advise effectively to senior managers with credibility. We're a small team, so it's important that you can work autonomously, manage a varied workload and prioritise appropriately. We're also a very collaborative and supportive team, so we are looking for someone who enjoys working together as a team. It's vital that our People and Development team hold high standards of integrity and ethics, ability to maintain professional standards. If you have experience of working in a People team within the hospitality or retail industry, this would be an added bonus.

What's on offer: A friendly and supportive company culture in a creative office. Competitive Salary & Bonus. Hybrid Working. Private Medical Cover. Life Insurance & Permanent Health Insurance. Access to an Employee Assistance Programme at no cost. Access

to a corporate Classpass membership Lots of Training and Development opportunities 30 days Holiday, plus half a day for Christmas shopping Fabulous food perks including free breakfast at the office & affordable and delicious lunches prepared on-site by our very own staff chefs. Excellent company discounts such as 50% off Social events, workshops, discounted gym membership, plus subsidised massage appointments on site This role is a fixed term position beginning in May 2024 through to May 2025. Please submit a Cover Letter and CV to be considered for the role.

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