

Polypipe Civils & Green Urbanisation

HR Business Partner, Horncastle

We have an exciting opportunity for an experienced site-based HR Business Partner based at the Horncastle site.

This position requires someone who is capable of managing a varied workload and supporting an active operations management team, working autonomously although with the full support of the Divisional HR Manager.

You will be responsible for the supervision and development of one direct report (HR Advisor) and be required to exert a dynamic influence over line managers to establish credibility as an expert in strategic and operational HR.

With a headcount of approximately 325 employees, you will be responsible for supporting managers in dealing with staffing issues effectively, undertaking an all-encompassing generalist role from recruitment, contracts, employee records, absence management and complex employee relations disciplinary and grievance cases.

You will need to be conversant in coaching and supporting effective leadership to influence continuous improvements in all aspects of the employee journey (from hire to retire), whilst enabling the site to achieve business objectives and striving to ensure the company's reputation in the local community is that of an employer of choice and where people aspire to work.

This position would particularly suit an experienced HR generalist from a manufacturing or logistics background.

Applicants should be CIPD Level 7 qualified with MCIPD status, self-motivated, methodical, well organised and possess exceptional interpersonal communication skills. Candidates must be able to demonstrate good working knowledge of employment law and be experienced in supporting disciplinary cases up to dismissal.



Experience of working within unionised environment would also be advantageous.

If you are passionate and keen to progress your HR career, able to deliver best practice HR solutions whilst demonstrating commercial awareness and sound decision-making skills we would be interested in hearing from you.

People are at the forefront of everything we do, we have a unique culture where you can be yourself, contribute your ideas to make continuous improvements and take pride in achieving results to support the overall success of our growing business. We recognise the value of investing in our people through comprehensive training and personal development courses. Along with a competitive rate of pay, a variety of shift options to support a healthy work-life balance our comprehensive benefits package which includes: -

- Save as you earn Sharesave Scheme
- Monthly attendance bonus for hourly paid employees
- Bonus schemes (role dependant)
- Contributory pension scheme
- Life assurance (linked to pension scheme membership)
- Access to a variety of high street discounts via our Network Benefits employee benefit
- Cycle to work scheme
- Free flu vouchers
- Various health & wellbeing initiatives including complimentary occupational health on-site physiotherapy and counselling services
- Employee Assistance Programme with 24/7 confidential telephone helpline support
- Staff discount on all Genuit Group products
- Free on-site parking

Should you wish to apply for this position please send your CV and covering letter to civils.careers@polypipe.com

