HR Consultant
Closing Date 27.08.21

mad-hr®

WANT TO BE A PART OF OUR TEAM?

INTRODUCTION FROM THE MD

From a one-woman kitchen-table start-up as recently as 2014, MAD-HR has grown into a beacon business, respected across its sector, and operating in three counties in East Anglia, with a client list of more than 120 businesses.

With a team of six people and a number of associates, the company evolved from a fundamental belief that HR could, and should, be approached in a different and more engaged manner, if it was to be able to elevate businesses across the East of England (and beyond) to achieve the success they were seeking.

Putting people front and centre at every turn, the company is now delivering an outsourced and highly trusted HR solution which ensures the region's firms are better able to:

- Recruit well;
- Retain (and develop) staff;
- Elevate learning;
- Acknowledge and support employee well-being; and
- Prove agile and stay viable....no matter the level of unexpected adversity.

The ethos behind this is backed by the most robust and innovative approaches to business delivery.

MAD-HR has become known as an exemplar in adopting technologies and strategies which challenge traditional pathways in the sector, and which pay greater attention to the unique needs of today's business climate – be that for an employer of five staff, or a company with 4,500 employees.

Evidence of this is seen in the implemented products and services created by the business during its recent fast-paced journey of growth and client acquisition:

- Development of a continually evolving hi-tech HR Toolkit, providing clients with 1,000+ employment related documents (the new 2.0 version rolled out nationwide in 2020);
- Retainer client arrangements enabling businesses to receive a truly inclusive package of care; and
- Strategic delivery, optimising the directors' corporate expertise for often complex commercial needs.

Such is the commitment to customer service, that the firm now repeatedly scores 5* approval, having opted in the last year of growth to implement the Feefo global reviews platform as a metric in its accountability.

Of course, as an HR business, MAD leads by example at every step. Development and support of the company's staff is evident at every turn – backed by the firm's own PARIS values (Passion Accountability Results Integrity Simplicity).

Every member of staff is treated as an intrinsic stakeholder, provided with a development plan and bonus structure.

The business has a number of charity commitments including offering pro bono work and delivers its own VIP lunches to encourage mutual support within the region.

To date, The MAD-HR team have been recognised as:

- Finalist in the EADT Small Business of the Year 2018;
- A member of the Archant Future 50 Class of 2019; and
- A finalist in the National SME Awards for High Growth Business 2019.
- Gold Trusted Service Award 2021.

OPPORTUNITY

We are now looking to appoint and an experienced HR Consultant who is Suffolk based to join our team.

Hours - Full time (35 hours per week)
Salary - £35,000 pa DOE
Bonus - Performance related bonus
Pension Scheme

Carole Burman
Managing Director

THE ROLE

As an HR consultancy that specialises in making a difference for our clients, this vacancy represents a superb opportunity for an experienced HR professional to join our highly commercial and agile HR team working with clients throughout the region.

You will work closely with the HR Consultancy team and are supported by the Operations Director to deliver first class HR support that represents quality and makes a positive difference to the bottom line, whilst facilitating transformational and organisational change throughout your client group

Experience of delivering a wide range of complex HR advice and support is desired as this role will support the full range of HR activity including Employee Relations, Recruitment, Training, Reward and Benefit. You will be expected to support TUPE transfers, colleague stability, talent development and colleague engagement on a regular basis.

You will be CIPD qualified (or working towards) with demonstrable experience of delivering talent, coaching and management development interventions in a multi-site organisation.

We operate in a fast paced, vibrant environment so an experienced, tenacious and dynamic personality is essential. It is crucial that you can use your impact and influence to drive forward the people agenda within your client group.

You must share our PARIS values, able to work independently, have a keen eye for detail, be commercially focused and be able to clearly demonstrate how your activities have a positive impact on the business.

Whilst this is a home based role, it is expected that the successful candidate will be willing to undertake business travel in order to effectively influence management and guide and support their clients in all people related matters.

THE ROLE CONTINUED

Skills and attributes required:

- Sound knowledge current employment law and best practice HR, recruitment processes and bench-marking pay and benefits;
- Ability to manage multiple complex case loads and good project management skills;
- Experience of working as a commercial HR practitioner, across a variety of industries and business sizes; and
- Capable of developing and delivering learning and development interventions.

Personal Qualities and Qualifications

- Minimum of MCIPD qualified (or equivalent);
- Organised, prioritised, methodical and rational, with meticulous attention to detail;
- Approachable with the ability to effectively build rapport with a diverse range of people; and
- Commitment to delivering high quality customer service.

Information for Candidates

If you have the relevant skills and experience and would like to join this successful, dynamic company, please apply by forwarding:

- An up to date CV. This should include a scanned copy of your professional CIPD (or equivalent) qualification.
- A covering letter not exceeding two sides which showcases your suitability for the role.

Applications must be received no later than **30th September 2021**.
The selection process will include occupational testing.

All information will be treated as strictly confidential. Referees will be approached once an offer of employment has been made.

No agencies please.

MAD-HR REGIONAL OFFICES

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