

Human Resources Lead

Full time, 35h/week

Salary: Currently under review

Place of work: The Park/Findhorn and/or hybrid working



Findhorn
Foundation

We are looking for an experienced HR professional who can develop our HR people-related capability and practices across the organisation.

The post holder will report to the CEO and will be a member of the Foundation's Leadership team, contributing to the effective management and development of the organisation and the delivery of its mission and charitable purpose.

You will need to be aligned with and inspired by the spiritual impulse of the Foundation and committed to the principle of work as Love in Action.

RESPONSIBILITIES include:

- Provide overall leadership, strategic development and management of the HR function throughout the Foundation.
- Provide guidance and advice on people-related issues, assessing risks and leading actions as required.
- Develop, implement and enable HR policies, procedures and practices in line with Foundation values ensuring compliance with legal/ regulatory requirements.
- Lead learning and development initiatives.
- Uphold the spiritual alignment of the organisation, core impulse and spiritual principles and serve as an example for others.

- Manage contact with specialist external advisors as necessary.
- Lead/support organisational development initiatives.

SKILLS include:

- Broad knowledge and experience of HR practices including UK, notably Scottish, employment law and related areas and ideally CIPD qualified.
- Highly effective leadership skills e.g. excellent listening, communication and interpersonal skills.
- Senior management experience within an HR function
- Good organisational, prioritisation and time management.
- Sound judgement and decision-making.
- Demonstrated ability to interact effectively at Trustee/ Board level.

To read the full Role Profile and Person Specification: please visit our jobs page: findhorn.org/jobs.

To apply: please send your CV and cover letter of no more than 2 pages indicating how you fit the requirements, to hr@findhorn.org.

We are an Equal Opportunities employer.