

HR Manager, Glasgow - Top 3 Managed Cloud Computing Company

Salary

£32,000 to £40,000

iomart

iomart is one of the leading providers of cloud computing and managed hosting. Headquartered in Glasgow, iomart employs over 350 talented staff in offices and datacentres across the UK. Originally founded in 1998, it is listed on the London Stock Exchange and specialises in delivering cloud consultancy, facilitation and digital transformation to ISVs, SMEs, enterprises and the UK public sector.

iomart's employees help enable any size of business and organisations to operate their online data and IT environments safely and securely. Our technical staff are experts in public, private and hybrid cloud solutions - including AWS and Microsoft Azure – as well as data centre and network engineering. iomart owns and operates a network of UK data centres connected by a high capacity private fibre network and backed by 24/7 technical support.

iomart Group plc is delighted to offer this opportunity to join one of the UK's leading managed hosting companies.

Role Description

The HR Manager within iomart will be responsible for the proactive, day-to-day management of HR operations across the Group. Your main purpose will be to ensure that a 'can do', professional and confidential HR service is provided to iomart Group staff, managers and executive across all locations, which is aligned to the company's vision and goals.

This is a role for a Generalist who will drive and oversee all HR functions including staffing, talent management, performance management and change programmes. This will involve the successful applicant ensuring that our systems/policies/procedures are effective and working closely with staff to ensure employee relations are positive and managers to promote a culture of success and achievement. You will also work closely with the Group Training Manager to promote and encourage a culture of learning and development and to ensure that all staff are accredited and qualified for the roles they perform.

This role is based in our Head Office in Glasgow and involves the management of a small team which supports approximately 400 staff across the UK. As we have sites in several locations, there is a need for occasional travel.

Key Responsibilities

- Provide comprehensive advice, guidance and supporting documentation to all iomart Group line managers on capability related cases including disciplinary, grievance, conflict, welfare, performance management, performance improvement plans and interpretation of HR policies
- Coach and build the responsibility and capability of managers to ensure effective induction programmes and to anticipate/pre-empt employee relations issues
- Promote and help drive individual/team/location performance and employee engagement, ensuring roles and responsibilities, objectives, feedback and behaviours are aligned with iomart's business goals
- Promote and maintain a culture of talent management helping Management develop robust succession plans and skills gap analysis, ensuring that they are consistently reviewed and that effective actions are in place
- Maintain and further develop HR policies, systems and procedures ensuring compliance with data protection and legal requirements

- Proactively lead, manage and develop the HR team to ensure individual and team KPIs are achieved/exceeded and to develop a culture of continuous improvement
- Work closely with the Group Training Manager/Management to identify training and development needs in support of organisational objectives
- Undertake HR or training related projects in order to achieve department/business objectives, eg. HR practices, policies and processes

Skills/Experience

- CIPD or Employment Law Qualification
- Excellent Generalist HR/employment law experience gained in a private sector environment and with the ability to apply it practically to workplace situations
- Proactive and flexible with the drive to add value
- Great communicator with strong interpersonal skills who can effectively influence and coach staff and managers
- Ability to build relationships, trust and confidence
- Robust organisational, planning and administrative skills with the ability to prioritise tasks
- Experience in the development and implementation of employment policies and procedures
- Experience of supporting organisational change projects

What do we offer in return?

- We'll shout you to lunch once a month
- ½ Day off on your Birthday
- Breakfast on us every day, including a hot roll on Fridays
- Free on-site car parking
- Long service benefits
- Snacks, drinks and fruit all day, everyday
- Pension
- Share save and childcare voucher schemes
- Supported training and access to an online training portal 24/7

Training & Development

As you can gather, we have a relaxed and friendly working environment but don't be fooled; you will be working with some of the country's best talent and greatest technical experts. We want our people to thrive, prosper and to leave work every day feeling valued and that they have made a difference. Talented, motivated and creative people lie at the heart of our success so we invest heavily in our people and their professional and personal development through technical certification, our online training portal and our Management and Leadership Development Programme.