

Job Title: **Executive HR Director**

Location: **Oldbury**

Company: **Proffer Solution Ltd**

Reports To: **CEO/Executive Project Director**

Date: **04/06/2025**

Position Overview:

The Executive HR Director serves as a pivotal leader within the organization and is responsible for developing and executing human resource strategies that align with the company's goals and objectives. This role encompasses strategic oversight of all HR functions, including talent acquisition, employee relations, performance management, organizational development, and compliance. The Executive HR Director will collaborate with senior leadership to foster a culture of inclusivity, engagement, and continuous improvement.

Key Responsibilities

- Develop and implement HR strategies that support the organization's goals and objectives.
- Oversee the recruitment process, ensuring the attraction and selection of top talent.
- Design and implement programs for employee engagement, development, and succession planning.
- Provide guidance and support to leadership on employee relations issues and performance management.
- Lead compliance efforts with employment laws and regulations to mitigate risks.
- Foster a diverse and inclusive workplace culture that promotes teamwork and collaboration.
- Analyze HR metrics and data to inform decision-making and improve HR practices

Requirements:

- Master's degree in Human Resources, Business Administration, or a related field.
- Minimum of 5 years of progressive experience in human resources leadership roles.
- Strong knowledge of HR best practices, labor laws, and regulatory requirements.
- Proven track record in talent management and organizational development.
- Exceptional leadership and team management skills.
- Excellent communication and interpersonal skills.
- Demonstrated ability to develop and execute HR strategies aligned with business objectives.

Application Process:

Interested candidates are invited to submit their resumes and a cover letter detailing their qualifications and experience to applications@proffersolutionltd.co.uk. The company is committed to diversity and inclusion and encourages applications from all qualified individuals.

Proffer Solution Ltd is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.