

HR Manager - Health & Social Care Staffing

Department: Recruitment

Reporting Structure: Reports to HR Onboarding Manager

Salary: £3,484/ £41,808

Location: Oldbury

Work hours: 9:00 - 17:00

Summary:

We are seeking a highly skilled and motivated HR Manager specializing in Health & Social Care Staffing. This pivotal role will reside within our dynamic organization and is aimed at enhancing our staffing solutions tailored for the health and social care sector. The HR Manager will drive strategic initiatives that support workforce planning, recruitment, and retention efforts while ensuring compliance with industry regulations and best practices. The successful candidate will be responsible for overseeing various HR functions, including employee relations, talent acquisition, performance management, and training and development. Working closely with internal stakeholders, the HR Manager will develop and implement policies and procedures that foster a supportive workplace culture, facilitating the alignment of our staffing services with organizational goals. Furthermore, this role necessitates a proactive approach to anticipating staffing needs and developing recruitment strategies that attract top talent in the health and social care field. By partnering with management and other departments, the HR Manager will play a crucial role in promoting an effective staffing framework that not only meets the immediate needs of our clients but also supports the overall growth and success of the organization.

Responsibilities:

- Roles Covered: Domestic Staffing Manager, Hospitality Staffing Manager, Health & Social Care Staffing Manager, Retail & Beauty Staffing Manager
- Oversee the recruitment process, including job postings, candidate screening, and interview coordination.
- Ensure compliance with relevant labour laws and industry regulations affecting health and social care staffing.
- Manage employee relations issues and provide guidance on performance management processes.
- Conduct staff training and development programs to enhance employee skills and competencies.
- Collaborate with management to assess and identify staffing requirements and forecast future needs.
- Monitor and evaluate HR metrics to measure the effectiveness of staffing strategies and make data-driven improvements.

Skills:

- Proven experience as an HR Manager or in a similar HR leadership role, preferably within the health and social care staffing sector.
- Strong knowledge of labor legislation and regulatory standards related to health and social care staffing.
- Demonstrated ability to manage recruitment processes effectively, using innovative sourcing strategies.
- Exceptional interpersonal and communication skills, able to build strong relationships with diverse stakeholders.
- Analytical mindset with keen attention to detail, capable of interpreting HR metrics and data.
- Capacity to handle sensitive HR issues with professionalism and confidentiality.

Qualifications:

- ✓ A bachelor's degree in Information Technology, Computer Science, Human Resources, or a related field is often preferred.