

HR Manager - Operational & Logistics 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 dedicated and experienced HR Manager to oversee our logistics staffing and warehousing staffing divisions within the staffing and recruiting industry. The successful candidate will play a crucial role in managing the end-to-end recruitment process, ensuring that we attract and retain top talent in these critical operational areas. As an HR Manager, you will collaborate closely with department heads to understand staffing needs and develop effective recruitment strategies that align with business goals. You will be responsible for implementing best practices in talent acquisition, onboarding, and employee engagement, ensuring that our workforce is not only skilled but also motivated and aligned with our organizational values. This position requires a strong understanding of the unique challenges associated with logistics and warehousing staffing, including the ability to source candidates with the right skills and experience in a competitive market. Additionally, you will be instrumental in cultivating a positive company culture, addressing employee concerns, and driving workforce development initiatives. If you possess a passion for human resources and a commitment to excellence in staffing and recruiting, we invite you to apply for this exciting opportunity to make a significant impact in our organization.

Responsibilities:

- Roles Covered: Logistics Staffing Manager, Warehousing Staffing Manager, Construction Staffing Manager
- Develop and implement effective recruitment strategies for logistics and warehousing staffing.
- Collaborate with department heads to identify staffing needs and align recruitment efforts accordingly.
- Manage the full recruitment lifecycle, including sourcing, interviewing, and onboarding candidates.
- Conduct regular workforce assessments to ensure sufficient staffing levels and operational efficiency.
- Foster positive relationships with candidates and employees to promote a strong employer brand.
- Develop and implement employee engagement initiatives to enhance retention rates.
- Monitor industry trends and best practices related to staffing in logistics and warehousing and adapt strategies as necessary.

Skills:

- Proven experience as an HR Manager, preferably in the staffing and recruiting industry.
- Strong understanding of logistics and warehousing operations and staffing requirements.
- Excellent interpersonal and communication skills to interact effectively with candidates and employees.
- Demonstrated ability to manage multiple recruitment processes and prioritize tasks efficiently.
- Familiarity with applicant tracking systems and HR software tools.
- Strong analytical skills to assess recruitment metrics and make data-driven decisions.

Qualifications:

- ✓ Bachelor's degree in Human Resources, Business Administration, or a related field.