



HR Director



The finer details

Which site am I based at?

Acorn House (with regular travel to HQ and other sites)

Which team am I a part of?

Executive Team & Business Integrity

Who do I report to?

Chief Impact & Financial Officer

Who is in my team?

- Head of HR
- Head of L&D
- Head of Talent
- DEI specialist

Team size?

Full HR team – c20 and Direct Reports x 4

Do I have budget responsibilities?

Yes

The purpose of your role

To chair the Passionate People strategy group, overseeing delivery of the work across the 4 pillars of Belong, Future, Influence & Leadership and the associated workstreams (Wellbeing, Reward, DEI, Engagement, Career Development, Talent Frameworks, Learning & Leadership Development).

Through this work, to influence and embed a change management culture by challenging and as required, replacing established processes and procedures to ensure continuous improvement.

To work closely with the CEO, ET, and Chair of the Council, so to embed Yeo Valley Production's Co-ownership Philosophy further, ensuring meaningful, influential co-ownership forums which integrate with local and companywide operating models.

To lead the HR Leadership Team (HRLT) – enabling them to deliver on the parts of the strategy for which they are responsible, as well as their functional responsibilities and accountabilities.

Other responsibilities:

Business partnering & performance

- ♥ Act as business partner to the CIFO and executive team offering progressive HR leadership on all people matters including change, DEI, wellbeing, engagement, talent and learning, performance, employee relations and risk. As well as providing advice on people implications and consequences of business decisions.
- ♥ Coaches' others to create influential, motivated, high performing teams, and leads by example.
- ♥ Challenges the status quo, actively seeks out new perspectives, best practice and research, and ensuring that our purpose and leadership principles are at the heart of everything we do to drive positive change.
- ♥ Effectively leads and motivates the HRLT to ensure delivery of the parts of the Passionate people strategy that they are responsible for, as well as functional priorities, including the review of HRLT performance. Ensuring a highly engaged, high performing HR team who enable people managers to create an environment where all co-owners feel they belong, have influence and a future here at Yeo Valley Production.
- ♥ Works with the finance director and other members of the business integrity team to ensure alignment and a collaborative approach
- ♥ To support the CIFO in ad hoc projects and technical people matters as required.

Policies, procedures & risk

- ♥ With support from the wider HR Leadership Team and using internal frameworks e.g., Operational/Strategic Risk Register approach, to

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Qualifications & experience

Essential:

- ♥ Proven experience and success in a senior HR leadership role (ideally at Director/Exec Team level)
- ♥ Proven track record of successful change management and delivery of strategy/plans
- ♥ Ability to business partner and influence senior stakeholders
- ♥ Strong employee relations knowledge and sound understanding of employment law
- ♥ A progressive approach to HR and People Management

Desirable:

- ♥ Experience within FMCG manufacturing organisation/s
- ♥ Experience of embedding a culture of co-ownership in similar organisations
- ♥ CIPD Level 7

oversee the people-related risk landscape and people related risk management approach – including oversight of employee relations – seeking external legal advice where required and providing robust guidance and advice to internal stakeholders.

- ♥ Manage day to day relationships with various external advisors (including pension advisors, legal advisors, and other suppliers aligned to the Passionate People Strategy – ensuring compliance with Procurement frameworks)
- ♥ Accountable for compliance with employment laws and legislation, including completion of effective mandatory training and compliance with GDPR legislation.
- ♥ Oversees the HR model and partnership with People Services.

What good looks like for this role

- ♥ Displays leadership inspires the HR directorate around the passionate people agenda for Yeo Valley Production
- ♥ Has a passion for people and proactively nurtures talent, builds capability and engagement.
- ♥ Role models excellent behaviours and sets stretching goals to drive performance across the HR team, the broader leadership team and the organisation as a whole
- ♥ Works collaboratively across the wider exec & business integrity teams to ensure alignment
- ♥ Strong interpersonal and collaboration skills to build relationships and influence stakeholders
- ♥ Outcome driven approach to evolving leadership capability, employee engagement, comms, organisational design etc
- ♥ Delivery of great results that truly impact what it feels like to work at Yeo Valley
- ♥ Strategic, curious thinker, problem solver who thinks beyond process and policy
- ♥ An ability to work effectively at both an operational and strategic level

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