

**HR Directors/Head of HR****HR Director – Ref 629165**

A commercially focused, results driven senior Human Resource strategy and management leader, who maximises the ability to deliver long terms goals by creating dynamic, engaged organisations with strong aligned cultures, proven global career in managing the detailed transactional aspects of human resources from effective M&A to Compensation and discipline management, gained in segments including Pharmaceutical, Manufacturing and IT.

**Interim****Rate: £500- £550p/day****Availability: Immediate****Head of HR – Ref 691053**

I have extensive experience in the Human Capital arena of more than 15 years. I have experience as an HR professional having worked across multiple countries. I have headed up a global HR function, consulted as a specialist in Organisational Development and Design, Learning and Development, Talent Management and Change Management. I am currently working as a Director for Lead Consulting, assisting various organisations with strategic people and HR projects. I have developed HR systems and teams from the initiation phase through to assisting with managing the growth of the organisation. Rollout of an e-recruitment and absence management system Initiate implementation of a new HRIS and the automation of manual HR processes.

**Interim****Rate: £400 p/day****Availability: Immediate****HR Director – Ref: 688088**

FCIPD qualified HR Director with strong HR and Business experience including Head of HR in UK & Europe FMCG and Business Partner, HR project management roles in Blue Chip Financial Services. She has created and launched various multisite campaigns that have completely revamped and improved processes across the business. She is open to sector although with 12 years professional service and financial experience, this would probably the sector that could take the most benefit.

**Permanent****Salary: £65,000 - £85,000****Availability: 8 Weeks****Head of HR – Ref 617234**

A highly capable HR Manager keen to progress their career within an established and forward thinking organisation. Boasting a strong retail background and having spent more than 5 years within their current employer, they are now seeking a new opportunity within a challenging environment which will offer a strategic and operational blend. Open to industry sector, they possess demonstrable experience managing HR operations for various divisions including projects, recruitment, employee relations, management development, comp. and ben's, employment law/contractual issues, and reporting. They have lead on the various restructures both UK and Globally.

**Permanent****Salary: £70,000****Availability: 12 weeks****Head of HR – Ref 123483**

Head of HR with over 20 years' experience and a proven track record of success working at board level in a diverse range of business sectors. Focused on organisational, personal and culture development strategies, change management, learning and development, development and implementation of quality policies and procedures and business planning to improve organisational efficiency and ensure best practice.

**Interim****Rate: £350- £500p/day****Availability: Immediate**

## HRIS

### **ResourceLink Consultant – Ref: 624231**

My candidate is well practiced in the configuration of all ResourceLink Self Service modules including Expenses, Leave, Overtime, Sickness, Training requests, and is familiar with MyTeam (SLC) configuration. They currently use MS Excel 2003 as my main tool to process / analyse information extracted by COGNOS and is an expert in the use of Excel and PowerPoint for this purpose, as well as the use of COGNOS 7 as a BI tool.

**Contract**

**Salary: £400 p/day**

**Availability: Short notice**

### **iTrent Consultant – Ref 286521**

An experienced & adaptable functional Midland iTrent Consultant with excellent modular knowledge within: Organisational Structure/ Payroll/ Costing/HR/ Absence Management/People Management/Global Configuration/System Administration/Security/Self Service/Correspondence Templates/Audit. They can also develop bespoke reports using Business Objects from all modules of iTrent and can train users to an advanced level. As an iTrent Consultant, he fully understands the data he is working with which helps to produce accurate and impressive management information and as a consequence they are able to help organisations save costs and remove time consuming manual processes.

**Contract**

**Salary: £400 p/day**

**Availability: Short notice**

### **ResourceLink Application Consultant – Ref 124777**

Experienced HR Business Analyst & Implementation Project Lead with strong business change, business transformation, background. Experienced in full project life cycles, proven ability to map processes, analyse business data and with strong problem solving skills. Possessing strong stakeholder management skills, with experience within Medium - Multinational companies, having strong verbal & written communication skills. A proactive self starter with a “can do” attitude. Able to provide guidance in selection of HRIS systems, shortlist vendors, and prepare contracts. Knowledge of HR-Payroll Dept operations, end to end processes, and legal commitments.

**Contract**

**Salary: £425 p/day**

**Availability: Immediate**

### **HRIS Consultant (Workday/ResourceLink) – Ref: 624647**

An articulate, passionate, expert consultant with over 6 years solid industry experience with good business acumen, interpersonal skills and the drive to be the best in the business. My candidate is a certified Workday HCM and Integration consultant has experience in Ceridian, ResourceLink, Workday 20 and AoN Hewitt TBS benefit system implementations, Analysis, documentation of HR - Payroll requirements and implementation. My candidate facilitated product familiarity and gap analysis workshops and worked on many HR Payroll Transformation and Separation projects.

**Contract**

**Salary: £450 p/day**

**Availability: Short notice**

### **iTrent Consultant – Ref: 624255**

My candidate has over 8 years experience of using iTrent in all guises from Service Desk Analyst, Pre Sale Consultant, Trainer, Combined Trainer and HR Consultant and HR Consultant. They have worked for the supplier of iTrent and Trent 6 and also for a client that has purchase the iTrent system via the third party route. An experienced all rounder who can communicate well with all personnel and readily adapts to changing situations. They can evaluate problems and meet tight deadlines using their own initiative. They worked for MidlandHR within several roles over a 5 year period starting as a First Line Support Analyst. They finally progressed to the joint role of Lead Consultant/ Trainer.

**Contract**

**Salary: £400 p/day**

**Availability: Short notice**

### **ResourceLink Consultant – Ref: 624399**

My candidate specialises in preparing business requirements and technical specs for business transformation more recently: business requirements, system design, system configuration and build, UAT, parallel run, issue resolution for ResourceLink projects. ETL roles for SAP, ResourceLink and UNIPAY projects managed under Prince2 methodology. They have vast experience in Data Extraction and Management, Reporting for UNIPAY, ResourceLink Payroll and HR system. My candidate also offers End User Training for system applications roll-outs but particular specialties are Data Analysis for Financials, Payroll and HR; Data Extractions, Transformation and Load; Process Improvement; Routine and ad-hoc management reports.

**Contract**

**Salary: £375 p/day**

**Availability: Immediate**

## Specialists

### Senior Payroll Manager – Ref 674596

An enthusiastic, motivated and experienced Payroll, Pensions & Benefits professional, during their career they have gained a high level of technical expertise and sound commercial awareness, developing strong leadership skills whilst managing teams, and also running complex UK, Irish and EMEA payrolls. Systems used include Ceridian Paypoint, Ceridian Source, HREvolution, HR5, Ceridian Paradigm/Paylink, PS2000, Midpay, Sage, Pay-write, Micropay, Cyborg, Unipay. ADP Freedom.

**Interim**

**Rate: £300p/day**

**Availability: Immediate**

### Compensation and Benefits Specialist – Ref: 63785

A highly motivated, commercial Compensation and Benefits Manager with broad Compensation and Benefits expertise in global organisations. Experience in presenting at board level and a trusted reward partner with HR and business stakeholders. Initially from a generalist HR background, they offer a rounded HR view of reward and work closely with HR partners in delivering reward excellence. Experienced managing all aspects of compensation and benefits as well as providing guidance to HR on job evaluation, base pay, variable pay, benefits, incentives and share plans across EMEA.

**Permanent**

**Rate: £60,000 P/A + package**

**Availability: Immediate**

### HR SAP Specialist – Ref: 637095

Experienced SAP and HR Specialist. Track record of providing improved and more efficient business processes for leading international FMCG and technology companies at a reduced cost. Success driving projects at a regional and global level, on time and meeting all relevant targets. Now looking for a new role in a progressive international organisation. Rollout of SAP upgrade in the UK on time and against plan as well as training of all HR team members. Created over 40 HR end-to-end processes with supporting documentation to ensure all sites were operating the same way, ensuring all internal and external SOXA controls were met as well as staying legal.

**Interim**

**Rate: £350 p/day**

**Availability: Immediate**

### HR Consultant – Ref 137970

A highly motivated, dedicated and established HR professional with six years progressive experience in a variety of dynamic and fast paced businesses. Throughout their career they have developed into a business focused and confident HR professional who can build strong relationships across all levels of the organisation. They are currently seeking a HR Business Partner or Managerial role where they can continue to grow and develop as a HR professional. Possesses strong experience within – Business Partnering, TUPE, Acquisitions, Project Management, Trade Unions, Employee Relations, L&D and Recruitment & Selection.

**Permanent**

**Salary: £40,000 - £45,000**

**Availability: 4 weeks**

### Medical Staffing Manager – Ref 616818

A highly motivated, talented Medical staffing Manager experienced in developing material, managing local induction, and attending corporate inductions to ensure trust requirements are met, providing information on sickness absence, turnover, establishment/vacancy, appraisals & PDP, and annual, study & professional leave whilst monitoring (diary card analysing) and manage junior doctors' rotas to ensure compliancy with the New Deal (banding payments) and EWTD legislation, in addition to local service need and training policies. In collaboration with Consultants, model possible alternative junior doctors rotas.

**Interim**

**Rate: £220 p/day**

**Availability: Immediate**

### HRIS Analyst – Ref: 59903

An experienced HR Information Systems and Reward specialist, with over 8 years experience in these areas. They have successfully tailored and implemented a new HR and Payroll system for integration of multiple data sources, following several company acquisitions. My candidate was also the HR lead on a multi-million pound project to align employee pay and benefits, following the acquirement of several thousands of employees across the UK. Additionally they have assisted in the successful set-up and relocation of a large Payroll and HR shared service centre. A conscientious worker, with a keen eye for detail who is flexible and can adapt to challenging situations.

**Contract**

**Salary: £300 p/d**

**Availability: 1 Month**

**HR Managers/Business Partners****HR Business Partner– Ref: 464348**

A confident, energetic and highly communicative individual, with very strong people skills, a 'can do' attitude, who is determined and committed to achieve and succeed, achieved mainly with pragmatic common sense and a very good sense of humour and attention to detail. Various consultancy and temporary posts including business development, organisational restructure, closures, TUPE transfers and generalist HR support for both commercial and not for profit businesses, along with recruitment management, exit management, full training packages from review of needs to design and delivery of training programs and learning analysis.

**Interim****Rate: £220 p/day****Availability: Immediate****HR Manager – Ref: 98232**

Approachable, articulate communicator, able to influence and negotiate at all levels. Rare combination of qualified HR professional with extensive personal experience of first hand management experience outside HR. High standard of attention to detail, always demonstrates full commitment by going the extra mile. Portrays enthusiasm with a positive can-do attitude, with a hands-on approach. Self-managed business focused and able to work to deadlines, with the ability to develop and grown strong effective HR capability within a business at strategic, operational and tactical levels.

**Permanent****Rate: £55,000 p/a + package****Availability: 4 Weeks****HR BP – Ref 270840**

A regular member of the Commercial Leadership Team accountable for delivering the people agenda in line with business strategy. A demonstrable track record of significant commercial impact on business performance through people management interventions. Delivered on recruitment plan for leadership team and two levels below. Design and implementation of people plans both tactical and strategic in line with the business vision including the identification of any quick wins.

**Interim****Rate: £450- £550 p/day****Availability: Immediate****HR Manager – Ref: 72006**

MCIPD qualified HR Business Partner with excellent experience predominantly across the engineering and manufacturing markets. She has strong generalist skills as well as other specialist abilities such as TUPE and L&D. She has also worked with Trade Unions on numerous occasions. Has over 15 years HR Management experience and is willing to look at single and multisite roles.

**Permanent****Salary: £45,000 - £55,000****Availability: 1 Week****HR Business Partner – Ref: 136911**

CIPD Level 7 qualified HR Business Partner that has 8 years HR experience across both the retail and public sector markets. She has taken lead on all generalist duties and has also lead on numerous TUPE transfers. Has taken ownership for the L&D team and after analyzing various skills shortcomings has designed and developed training sessions to account for these.

**Permanent****Salary: £34,000 - £37,000****Availability: Immediate****HR Manager – Ref 691034**

A CIPD qualified strong business facing HR Manager with an extensive retail background. Throughout their career to date, they have been responsible for supporting the operational HR delivery across multiple retail stores at a national level, along with strategic business partnering with Area Managers and Head Office functions to ensure the department supports the overall business objectives. With a commercial focus they have successfully developed strong working relationships with all levels of colleagues. Although their background has been predominantly within retail which naturally probably most suit their style, they would certainly be open to a move into a design / creative / marketing industry should any of the latter arise.

**Permanent****Salary: £55,000****Availability: 4 weeks**

## HR Officers/HR Advisors

### Senior HR Advisor – Ref 574081

An experienced HR Advisor and Generalist with strong relationship building skills. Areas of competence include influencing leadership behaviours, complex absence and capability management, recruitment and retention, performance and talent management, change management and organisation re-structure, TUPE In/Out, complex Employment Relations, compromise/settlement agreements, TU's and employment tribunal, HR reporting and analytics, and HR projects. Experience also includes multi-site and line management.

**Interim**

**Rate: £22.00 p/hour**

**Availability: Immediate**

### HR Officer – Ref: 657640

Experienced and friendly Human Resources professional whose personal strengths include self motivation, the ability to use their own initiative and to work effectively to deadlines within a team and on their own initiative. CIPD qualified and computer literate in Microsoft Office with good keyboard skills. Excellent organisation, interpersonal and communication skills, together with a helpful and flexible attitude. Experienced in using various HR/Payroll databases to provide reports and statistics.

**Permanent**

**Rate: £28,000 P/A + package**

**Availability: 1 Month**

### Regional HR Advisor – Ref: 635758

A professional Regional HR Advisor with several years experience gained in varied and diverse industries. Hardworking, self-motivated, easy-going but assertive when the necessity arises. Ability to forge relationships which lead to long-term loyalty. A team player who leads by example. Strives to continually develop both personally and professionally. Experienced HR professional who deals with the whole remit of HR including complex HR issues, change management and TUPE.

**Permanent**

**Rate: £40,000 P/A + package**

**Availability: 4 Weeks**

### HR Officer – Ref 618779

HR Officer with 6 years' experience across the engineering and manufacturing markets. Has just achieved CIPD Level 5 and is now looking for a new opportunity with a fast paced company that can offer future progression. She is currently supporting 5 HR Business Partners on a regional basis and is open to both regional and single site positions. Strong generalist experience and has taken lead on disciplinary and grievance procedures, recruitment campaigns and also development of training programmes for both new starters and more experienced managers.

**Permanent**

**Salary: £23,000 - £26,000**

**Availability: 4 weeks**

### HR Advisor – Ref: 98582

CIPD Level 5 qualified HR Advisor also degree educated in Law. He has 7 years HR experience across the legal sector and would bring strong experience to a similar organization or industry. Strong generalist abilities with expert employment law knowledge and experience in employment tribunals. He is used to a fast paced yet highly regulated environment and would suit a similar environment. He has taken lead on ER in his current business and can be responsible for anywhere between 30-50 cases at one time. Has directly managed a team of administrators.

**Permanent**

**Salary: £26,000 - £32,000**

**Availability: 4 Weeks**

### HR Advisor / Senior HR Advisor (Retail) – Ref -691032

A HR professional with global, generalist experience most recently specialising in talent mobility. Industry experience falls within luxury fashion and digital advertising. They are currently seeking a new opportunity as a Senior HR Advisor / HR BP where they can share their knowledge, experience, and develop their strategic skills. This particular individual is currently studying to become fully CIPD qualified (self-funded) and having been with their current employer more than 4 years they are now looking to secure a position which will offer them a truly generalist remit.

**Permanent**

**Salary: £35,000 - £40,000**

**Availability: 4 weeks**



## HR Administrators

### HR Administrator – Ref 387459

A highly motivated, talented SAP HR professional (MBA in HR) with considerable experience of working in HR/IT stream of financial services (UK orgs, Asia), insurance industries, processed highly confidential and sensitive customer information. Experience of developing and implementing policies, procedures and initiatives that ensure compliance with legislation, meet business needs and best practice whilst staying true to the company's ethos.

**Interim**

**Rate: £17.50 p/hour**

**Availability: Immediate**

### HR Coordinator – Ref: 690954

A pro active, driven HR professional with great interpersonal and communication skills who is passionate about progressing their career within HR. The generalist experience they have gained from a retail setting has given them a strong varied knowledge of all aspects within HR. Excellent at using initiative and problem solving with exceptional attention to detail. Strong self management skills in regards to prioritising and time management in a fast pace environment

**Permanent**

**Rate: £25,000 p/a + package**

**Availability: 4 Weeks**

### HR Administrator – Ref 390341

CIPD qualified HR Administrator with 4 years' experience within the retail industry. She has worked in both a standalone role and also a shared service environment and is equally adept at both. Strong administration skills across generalist HR, Finance, Recruitment and training, she has used systems such as Oracle and Snowdrop and has also had strong input into the creation of bespoke HR and payroll systems as needed.

**Permanent**

**Salary: £20,000 - £24,000**

**Availability: 4 weeks**

### HR Coordinator – Ref 604817

HR Coordinator with over 5 years HR experience predominantly in a shared service environment for a global organisation. She has excellent administrative skills as well as some good knowledge on the generalist side having lead on recruitment campaigns, sickness & absence management and also supported on D&G procedures. She has also worked with various HR systems including Oracle, PeopleSoft, People Link, SAP, Oracle MyHR amongst others.

**Permanent**

**Salary: £25,000 - £28,000**

**Availability: 1 Week**

### HR Coordinator – Ref 470786

A hard working, dedicated and resourceful HR professional with a wealth of experience and expertise acquired during their career and on-going personal study. They have assisted with TUPE (in and out) transfers whilst ensuring smooth service within the HR Admin department throughout their career to date. They are experienced in designing new HR Information Systems which accommodated the organisation's needs (including integrated HR and Payroll systems, inclusion of ER and Absence management data as well as talent management system, employee self-service). They have predominantly worked within the public sector to date however is open to industry.

**Permanent**

**Salary: £23,000 - £26,000**

**Availability: 4 weeks**

### HR Administrator – Ref 529970

A CIPD qualified, highly motivated and conscientious HR professional who is currently seeking a generalist HR position where they can utilise their significant experience of employee relations, recruitment, business partnering and HR administration. Within their career to date they have led numerous ER cases, managed recruitment campaigns from start to finish and led on the HR aspects of various TUPE transfers.

**Permanent**

**Salary: £30,000**

**Availability: Immediate**

## Recruitment & Selection

### Recruitment Manager – Ref 275228

Offering over 15 years' experience in the full recruitment lifecycle, all aspects of human capital management and Human Resources. Specialising in Information Technology across diverse business specialisations such as Banking (Retail and Global Banking), Telecommunications, Defence, Operations, Development, infrastructure, Aviation and many other IT related disciplines. Responsible for internal resourcing, third party agency management, contractor management, employment legislation consultancy, recruitment strategy and planning, supplier management, and recruitment lifecycle management, also all associated HR processes.

**Interim**

**Rate: £200 - £225 p/day**

**Availability: Immediate**

### Recruitment Specialist – Ref: 63605

An experienced Recruitment Professional, SHL A & B level qualified, an excellent communicator and people focused individual with excellent organisational and project management skills. With flexibility, adaptability and passion for recruitment, they combine their consultative influencing style with a relaxed but professional approach, which consistently ensures credibility with managers at all levels.

**Permanent**

**Rate: £40,000 P/A + package**

**Availability: 4 Weeks**

### Recruitment Manager – Ref 691054

Expert at high volume recruitment, in particular in the technology and online industries. Superior recruitment function manager who is experienced at establishing and growing teams of recruitment, resourcing and employee relations personnel. Experienced with establishing and managing to key KPI's around cost per hire, recruit retention and performance metrics. Skilled at devising and implementing recruitment media plans and employer branding exercises. Expert at developing candidate assessments, in particular assessment centre and behavioural based interview forms.

**Interim**

**Rate: £180-£220 p/day**

**Availability: Immediate**

### In-House Recruiter – Ref 275228

A highly experience In-House Recruiter offering over 15 years' experience in the full recruitment lifecycle. They specialise in Information Technology across diverse business disciplines such as Banking (Retail and Global Banking), Telecommunications, Defence, Operations, Development, infrastructure, Aviation and many other IT related disciplines. They are currently seeking a position where they can be hands on within their capacity with the opportunity to contribute towards new recruitment initiatives.

**Permanent**

**Salary: £55,000**

**Availability: 4 weeks**

### Recruitment Advisor – Ref 645104

An experienced and highly-motivated Recruitment professional searching for a demanding and responsible role within a progressive company as the next step in a rewarding & challenging career. Results-orientated, loyal and intelligent, works hard and continually evaluates & improves personal performance in order to succeed. Highly experienced in communicating with clients, colleagues and candidates within a fast paced professional corporate environments; has further developed excellent interpersonal skills during an exciting recruitment career. They possess a strong recruitment background with 360 experience and are now looking to secure a permanent position having recently held various interim assignments in order to fast track their development as a Recruitment professional.

**Permanent**

**Salary: £38,000**

**Availability: Immediate**

### Senior Recruitment Officer– Ref 53778

Proven track record of 13 years pure in house recruitment, RPO, vendor management, and generalist experience. Experience of working across EMEA, APAC, & Americas regions, strong commercial awareness supported by extensive business partnering experience and stakeholder engagement and performance review management – 360 feedback, objectives, development planning, coaching, mentoring, reviews. Excellent people management skills and the ability to influence, engage, build and maintain credibility across all levels

**Interim**

**Rate: £21.00p/hour**

**Availability: Immediate**

**Learning & Development****Training Coordinator – Ref 677794**

Over 16 years experience of working in a Customer Service role and 10 years experience of working as an NVQ Trainer/Assessor where I have designed, delivered training programmes to meet the needs of the learner, employer and the requirements of external regulators including Ofsted and the SFA. Effective working relationship and have boosted staff morale and development throughout the plant and also identified relevant training initiatives for staff within the organisation.

**Interim****Rate: £150 p/day****Availability: Immediate****Learning & Development Specialist – Ref: 690745**

An operational focused senior Learning and Development Professional with over fifteen years' experience in hospitality, leisure, retail and facilities management. Experienced gained through several blue chip organisations with extensive multi-site management experience. Worked closely with the Global L&D function developing and aligning the L&D strategy and talent management processes to the organisational corporate goals, ensuring all materials developed are fit for purpose and regionally aligned. Qualified ILM Level 7 Executive Coach and Leadership Mentor. Proven experience in the design and delivery of Leadership initiatives creating long-term development strategies in order to improve leadership capabilities and enhancing learning through the use of practical tools tailored to each individual needs.

**Permanent****Rate: £55,000 p/a + package****Availability: 1 Month****L&D Manager – Ref 265445**

Senior L&D professional (with F.C.I.P.D.) who has helped several varied businesses deliver significantly improved performance and productivity through major people projects and initiatives. Experience of both PLC profit-driven environment and not-for-profit sector; a National Training Award judge 2010-12 & NIACE Award judge 2014. Implemented significant L&D interventions for Management grades – key skills and safety needs.

**Interim****Rate: £180- £225 p/day****Availability: Immediate****Learning & Development Manager – Ref 296344**

A qualified and experienced Senior Learning & Development professional with nearly 8 years' experience working within Learning & Knowledge functions within professional services firms. They possess experience in team and budget management whilst being able to effectively collaborate with stakeholders across all levels of seniority. They are experienced in devising and implementing business-orientated Learning & Development strategy; designing and delivering innovative learning solutions and curriculum to both large matrix and small organisations. Having spent the last three years with their current employer, they are now seeking their next challenge having taken their current role as far as possible.

**Permanent****Salary: £55,000****Availability: 12 weeks****Training Advisor – Ref: 33219**

In excess of 10 solid years of L & D / Training experience gained in high pressure, multi-site, and challenging environment. A person committed to high quality standards of work and customer service. This candidate is an effective communicator in both office and learning environments, consistently delivering quality systems and learning interventions. A strong team player who has wide range of experience to draw upon, delivering effective holistic development experiences to learners, employing a range of methods, traditional and up-to-date.

**Permanent****Rate: £35,000 P/A + package****Availability: 4 Weeks**

**To interview any of these candidate, call Oliver Jennings on 01628 771 811 or email [o.jennings@ninesharp.co.uk](mailto:o.jennings@ninesharp.co.uk)**