

## **Director of Human Resources**

**London**

**£80,000 plus performance-based annual bonus + benefits**

Hays Human Resources is proud to be working in partnership with ESCP Europe Business School (ESCP), the World's oldest Award-winning Business School which provides education across a broad spectrum of programmes and with 5 campuses across the EU.

They are now looking to recruit a Director of Human Resources to join their executive team in a diverse and dynamic London Campus and lead on supporting the overall Group HR strategy, as well as creating a solutions-driven, engaged and cohesive HR function by motivating others and embracing change.

This is an exciting time to join ESCP as due to the rapid growth, the very future of HR as a value-added function hinges on the ability of the Director of Human Resources to review, evaluate, influence and be a champion and promote people agenda. This role is a catalyst for change and key to driving the whole of the HR strategy within a challenging, complex and highly regulated environment.

Reporting to the UK Dean, the Director of Human Resources will focus on creating a purposeful connection between the business and HR through providing strategic advice, guidance and leadership across the institution on all aspects of the key risk areas of Human Resources. They will be tasked to lead and enable strategic development across the range of Human Resource areas and to ensure that HR policies and procedures are legally compliant.

To be successful in this role you will have real excitement and enthusiasm for change and will want to make a measurable difference to the organisation. You will be degree educated and qualified with the Chartered Institute of Personnel and Development (or equivalent). It is critical that you will be able to demonstrate how your contribution from a strategic, tactical, and operational perspective has directly contributed to a complex organisation meeting its objectives and delivering on its strategy.

You will have an in-depth understanding of your specific professional areas including current operational knowledge of employment law legislation. As a Director you will be charged with the overall strategic responsibility for the HR service area and will be required to liaise effectively with colleagues on the Senior Management Board and Departments Line Managers and to contribute to the development and implementation of the School's strategic plan. You will need to be someone who can operate effectively and efficiently in a continually developing and changing workplace context and be capable of motivating others to embrace change. Experience of dealing in an international context would be extremely beneficial as well as being able to recognise and demonstrate the added value that an HR function can provide to meet the business needs of the School and of the Group to an extent.

The expectation for this role is to work at London Campus on a hybrid basis with flexibility around diary management could be offered.

In return ESCP are offering a competitive salary and benefits package and a genuine opportunity to help make a real difference.