



Job Title: Head of HR
Reporting To: Finance Director
Department: Human Resources

Job Purpose:

A commercially-minded and dedicated Head of HR, ideally with a generalist background and some experience of development and reward management, is required to lead and provide strategic direction for a small, fast-paced HR team at Silverstone Circuits. The home of the British Grand Prix and a globally recognised brand with a glorious heritage!

Due to the nature of the role and industry the ideal candidate for this senior position will have previous management or team leadership experience gained in a dynamic, constantly evolving environment. It is essential that the successful candidate has the skills and experience to assess and design the optimum HR strategic programme, and provide the leadership required to empower the team to fulfil the hands-on, day to day functions required to bring that programme to life.

As part of ambitious, newly developed plans Silverstone Circuits have embarked on an evolutionary transformation of the venue with numerous other revenue streams coming on line – including a purpose-built hotel, event track hire and commercial growth outside of motor sport. Alongside the famous Silverstone circuit, the company operates a highly successful fast-based events and leisure business with a commercial, family and people orientated culture.

During the year the business can employ anywhere from 150 to 550 people depending on the event – at last year's British Grand Prix over 340,000 "fans" attended.

The successful Head of HR will be based in modern, purpose-built offices within the circuit which overlooks the track itself! As part of a truly unique package of employee benefits you and three friends will also be provided with free entry to the British Grand Prix – one of the world's greatest sporting events!

Key Programme Responsibilities:

- Conducting companywide training and development reviews
- Developing a leadership and management programme

- Reviewing the whole recruitment and induction process and developing an employee brand aligned to the external brand
- Introducing a talent management process
- Refining the PDR process
- Reviewing the reward system and structure in place
- Developing the new HR system
- Work with the board of Directors to develop a set of behaviours

We are looking for someone who can think at a strategic level but still be hands on to deliver the programme. As you drive the HR function supporting you will be a HR Manager and two HR Assistants.

Reporting directly into the Finance Director you will be part of the Senior Management team ensuring that the HR needs of the company are being met and are aligned with business objectives and as such should have strong business acumen.

Skills and experience

You should possess all the necessary HR technical skills including recruitment and reward but with hands on experience of development programmes and the ability to complete in-depth training reviews.

- Minimum of 7 years' experience
- Appropriate CIPD qualification
- Proven experience of leading on HR strategies aligned to business needs
- Innovative and commercially aware
- Strong credible professional able to influence senior leads and employees

This is an exciting opportunity for a strategic Head of HR to join a truly, world renowned brand at a time of exciting change. Competitive salary and benefits are on offer. Apply now!

Job Types: Full-time, Permanent

Salary: £55,000.00 /year