



first direct

Member HSBC Group

# What's next..?

Our success in providing innovative direct banking solutions continues to evolve with the launch of firstdirect.com. We now offer our customers the powerful combination of telephone and internet banking. Being able to respond rapidly and effectively in a fast paced customer focussed environment is largely achieved by employing the right people. Naturally our HR team demands talented people who flourish in an environment where they will be expected to make a real difference.

## Development Specialist - Leeds

package c.£27,500 \* plus excellent performance bonus

This role will suit a management development specialist with a high level of energy and a passionate commitment to their field. As part of your remit you will act as an internal consultant providing advice and support to all levels of management.

Using project management implementation skills, you will design, develop and deliver training solutions to tight deadlines with a commercially focussed approach encompassing company wide initiatives.

To take on this high profile position, you will possess excellent interpersonal skills with the maturity and professional credibility to enable you to work with a diverse range of internal clients. The role will demand a balance between working autonomously and collaboratively within a small team.

Three years experience in management development training coupled with confidence and expertise in your specialism will enable you to devise creative pragmatic solutions based upon your analysis of the business needs.

## HR Project Consultant - Leeds

c.£25,000 - £27,000 pro rata (6-9 months to cover maternity leave)

This role provides a unique opportunity to work within a small but influential dedicated project team. The team is committed to proactively aligning HR policies and procedures with the business strategy. You will need the drive, resilience and influence to manage projects from initial concept to implementation and to be responsible for ensuring that objectives have been met.

Projects will vary in size and scale and will encompass all generalist HR activities. Recent and future projects include, reviewing recruitment practices, performance management processes and attendance policies.

Using change management principles and project planning skills you will introduce new policies and procedures. This will involve background research and analysis. You will then use your evaluation and planning skills to make considered judgements and decisions. With the confidence and personal impact needed to present to and influence senior management, you will ensure that your recommendations are successfully implemented.

Your experience in a generalist HR role, preferably three years will prove invaluable to ensure that best practice is incorporated to optimise solutions for our people and the business.

## Reward and Benefits Specialist - Leeds

package c.£27,500 \* plus excellent performance bonus

This position is a wide ranging role, which could suit either an existing experienced Reward and Benefits professional or an HR generalist with the desire to focus in a specialist area. You will be providing a consultancy resource to advise on reward issues for HR colleagues and line management.

An integral part of the role will be the development of reward and benefits initiatives. You will manage the implementation, ongoing review and maintenance of such initiatives to ensure they meet the changing needs of the business. The position will also encompass the detailed analysis, preparation and presentation of market data in support of the annual pay review.

Success in this role will be optimised by your pragmatic analytical approach and PC literacy skills. Balancing these with excellent interpersonal skills will allow you to manage projects to meet stringent deadlines.

All roles require individuals to possess a positive "can do" outlook in this highly motivated environment plus the flexibility on occasion to travel to work with our team in Glasgow.

\* Our permanent packages comprise a competitive base salary, pension scheme and life assurance plus a menu of flexible benefits tailored to suit your lifestyle (including private health care, travel insurance, health club membership and nursery fees). Add to this 35 days holiday, including bank holidays and a lucrative bonus scheme that rewards excellent performance with between 15-22% of salary and you have a highly generous package.

So what's next? If you believe you have the ability to succeed in this challenging and rewarding environment apply now by sending your curriculum vitae, including current, package to our consultants Stephanie Backhouse or Carole Bodell at Human Resources International Ltd, Regus House, 960 Capability Green, Luton, Bedfordshire, LU1 3PE or email on [luton@hr-international.co.uk](mailto:luton@hr-international.co.uk)

Local interviews will be arranged in Leeds. Relocation assistance will be available for the right candidates.

