



HR / People Advisor

Location: Watford

Salary: £25,000 - £30,000 per annum

CSP Ltd. are a leading service provider specialising in venue & event management. We work in partnership with leading sports and entertainment venues in the UK providing a number of services including; internal and external traffic management, security & stewarding and crowd management services.

CSP are pleased to announce the above vacancy within the People Team. The purpose of this role is to deliver a professional, business partner service to designated areas within CSP by working in partnership with our managers to provide specialist coaching, support and influence that enables effective delivery of their People plans.

This role is based at the Company's Head Office and works closely with the Recruitment & Resourcing and Learning & Development functions. You will be required to travel to client sites on a regular basis in order to support our managers, employees and casual workers.

We are a dynamic, operations led business so an individual who is able to adapt to changing priorities with a flexible approach to working is essential.

This is a generalist role working within a small team, so if you are looking for exposure and development, this is a great position where you will be involved in shaping the future of our People.

The largest proportion of our headcount is made up of casual workers so we are ideally looking for an individual that has experience and knowledge of legislation relating to this.

Requirements of the HR / People Advisor:

- HR/People experience (operational and strategic) in an operational environment.
- Proven track record in successfully dealing with complex employee relations issues.
- Proven ability to develop a good understanding of business issues and how to identify and deliver HR/People interventions and solutions to meet business needs.
- Experience of successfully developing, leading and implementing policy or operational plans across a small or medium sized organisation.
- Track record of contributing to the management of change successfully and experience of leading on a variety of projects.
- Casual/ zero-hours workforce experience. (desirable)
- CIPD qualified
- Up to date knowledge of current and future employment legislation and best practice.
- Sound knowledge and understanding of equality and diversity issues.
- Sound knowledge of employee relations issues/policies/procedures.
- Knowledge of organisational development, succession planning and talent management.



Caring Safe Professional