

HR Advisor

Join the brand that is transforming rural areas with ultrafast full fibre broadband. We're the team where talented people are encouraged to thrive and enhance their career.

Powered by brilliant people with bright ideas, we want to hear yours. Our success is driven by your creativity, collaboration and commitment.

As a HR advisor you will be working as part of a busy team, your overarching aim will be to support Gigaclear and our people throughout the employee life-cycle, ensuring employment practices are conducted in compliance with employment legislation, and Gigaclear policy. You will act as a trusted advisor to our stakeholders, ensuring that all advice and support offered to employees is delivered to a high standard and follows the agreed strategy of the HR department.

You are ambitious with the tenacity to succeed. You will be able to demonstrate the essential criteria whilst bringing your own passion and ideas. We are happy to consider applications from those seeking a change of career but who can demonstrate the skills below. Some of the key skills you will possess are:

- CIPD (Level 5) Qualified
- Minimum two years hands on HR experience, including human resources processes, employee relations, recruitment, and learning & development
- Sound judgement, considered, common sense and integrity
- Comfortable and confident advising different management levels, with an ability to build strong and trusted relationships with different stakeholders
- Creative approach with a passion for continuous improvement balanced with a completer/finisher mind-set
- Energetic with an ability to work in a high growth organisation with a strong level of change.
- Quality focused with an exceptional attention to detail
- Desire to continuously develop with the Organisation and keep up to date with best practice

You share our values. They make us who we are:

- **Find a way:** Always working together to deliver market-leading solutions and provide customer service excellence to our communities
- **Be committed:** We are all accountable for our actions and work relentlessly with our many customers to deliver on our promises
- **Do the right thing:** We always base our decisions on what we believe is fair, considerate and in the best interest of our customers and our colleagues
- **Keep it simple:** In an industry of complexity and confusion, we make things easy for everyone to understand

Culture & benefits:

We empower people to do what they do best; fast. We want you to bring you, so we don't 'fence' anyone in to a single way of working. You will get the latest news through our staff magazine, Gigabites, and monthly company updates (food can play a major part in this!). You are living and breathing our values, so your colleagues may nominate you for our Star of the Month award. If you win you get an extra day's holiday. Like us, you probably like to get a bit social too. We have a weekly running club, Gigaclear FC plus two company socials a year, and more.

On top of this we offer great benefits such as, uncapped commission, car allowance, flexible working conditions, study support, Income Protection, Life Assurance, a generous contributory pension scheme and 25 days holiday (plus bank holidays) with the option to purchase additional holidays.

When you apply for this role, please access the full job description in the account registration area.