**About the Role**

We are looking for a HR Business Partner to join us on a 12 month Fixed-Term Contract based in Glasgow.

Join our team in a dynamic and commercially oriented HR role where you'll collaborate closely with management to produce and execute a strategically aligned people plan. As a key player in our organisation, you'll be instrumental in shaping the future of our workforce.

**Key Accountabilities:**

* Collaborate with management to develop and implement a people plan that is closely aligned with our business strategy.
* Provide expert advice and support across various HR areas including organisation design, performance management, talent management, employee engagement, rewards, training, recruitment, and selection.
* Ensure compliance with legislation and internal processes while offering guidance and support to resolve employee issues.
* Utilize facilitation and coaching techniques to gain a deep understanding of our business and identify opportunities for improvement.
* Foster individual, team, and organisational development to enhance overall business performance.
* Build and maintain a skilled workforce to meet both current and future business needs.
* Travel to other offices required as part of this role.

Additionally, as a main area of focus for this role, you will contribute to project plans, focusing on organisational design and transformation. This includes managing organisational changes related to the restructuring process.

**About you**

* Ability to mix commercial insight and HR professionalism.
* Ability to develop and maintain a sound understanding of the business is critical as is the ability to support the development of individual and team capability.
* Ability to achieve high performance, develop collaborative relationships, challenge behaviours and influence change and direction across a broad network of relationships, particularly at a senior level.
* Well-developed commercial acumen with experience of achieving results, driving change, and establishing best practice through other people.
* Strong critical thinking ability and resilience
* Coaching and influencing skills
* Excellent understanding of HR policies and procedures and a sound knowledge of Employment Law
* Strong organisational skills

If you're a seasoned HR professional who comes from a Logistics/ Manufacturing background, with a knack for commercial acumen and a passion for driving organisational success, we want to hear from you. Join us and be a catalyst for positive change within our organisation.