



HR Manager

c£45,000 + Benefits

West London

2Care: The Mental Health Charity creating opportunities for people to thrive

2care is a UK based mental health charity which offers a radical alternative to traditional mental health and dementia services. Their unique mental health and recovery programme has enjoyed incredible success for people with long term and major mental health conditions. 2Care combines the values of choice, dignity, independence and privacy to provide service users with tailored care programmes.

The success of 2Care's tailored approach to their service users speaks for itself with over 80% of users going on to lead and sustain more independent lives.

Due to organisational change and expansion, 2Care have a unique opportunity for a CIPD qualified HR Professional to join their Head Office Operation as HR Manager. The role of HR Manager will work closely alongside the Board of Trustees and Chief Executive in contributing to 2Care's overall Business and Workforce strategy. **The post-holder will be required to combine the strategic drivers within the role with a detail-focussed operational approach. An ability to be hands-on across all HR responsibilities and have a stake in ground level matters is equally important as this role requires "doing" rather than "delegating".**

This post will be responsible for ensuring 2Care have a fit for purpose and highly effective HR function to support their multisite operation across the UK. As the most senior HR Practitioner within 2Care the HR Manager will utilise their generalist HR background in leading a small team across all areas of HR including Employee Relations, Recruitment & Selection, HR Policy & Procedure development and Training & Development.

The HR Manager will create a first class HR function within the organisation, combining a strong client facing approach with a pro-active attitude to service delivery. With a strong appreciation for 2Care's mission statement, values and strategy, the HR Manager will pragmatically drive the HR agenda with a focus on delivering results and building the department's credibility.

Experience will be gained from within a small or medium sized organisation, and individuals with comparable industry experience are encouraged to apply. In person, you must offer confidence and assertiveness, along with excellent relationship building skills and the intelligence needed to influence individuals at a senior level to effect change. **You must also demonstrate total ownership of all operational aspects of the HR function rather than someone who has delegated these responsibilities.**