

Job Description

極度乾燥(しなさい)
SuperdryCareers



HR Business Partner (12 month FTC maternity cover) – Cheltenham

The Superdry brand is a genuine British success story that has grown to a turnover of £872m, £96m profit and a strategic plan in place that will make us a £1bn company by 2020. Our brand is already worth £1.6bn in total global consumer sales. We are a multichannel operator with well-developed and highly successful retail, ecommerce, wholesale and franchise businesses and customers in virtually every country in the world. We are well on our way to achieving our goal of becoming a global digital brand.

The Role

As a HR team we fully believe in our purpose of, “Unlocking the Potential of Superdry by enabling our Global family to be at their best.” It’s all about supporting our amazing people throughout their journeys with us, and driving forward organisational performance at every opportunity. Our HR team prides itself on being a fun and inspiring place to work – we definitely don’t do traditional HR!

Reporting to the HR Director, we’re seeking a commercially aware, innovative, experienced HR Business Partner to work across a number of departments at Head Office to cover a period of maternity leave. You’ll be responsible for ensuring that all people initiatives are developed at a strategic level and well executed, resulting in engaged and committed teams that are set up for success to deliver the business objectives through their functions.

Your Key Accountabilities:

1. Ownership of Digital Trading and Product people focused activity
2. Facilitate new ways of working within the Digital Trading and Product teams
3. Support implementation of HR priorities across the business

You will

- Build credibility and trusting relationships with your senior stakeholders focused in our Digital Trading and Product teams as well as other business areas
- Understand the requirements of a growing digital organisation including: Job responsibilities; ways of working; Agile methodology so that you can fully support a rapidly evolving digital team
- Partner with leaders to ensure teams are highly focused on delivering results driven activity through talent, collaboration and innovation
- Immerse yourself into departments; understanding how they work, their key challenges, their strategic goals and support them with developing clear people plans
- Develop trusting and influential relationships with your senior managers, having the confidence and strength to constructively challenge their thinking and ways of working in order to create a better colleague experience and better performance from the team
- Operate as a change agent, providing input and insight into the development and review of working practices and organisational structures
- Use data and quant/qual metrics to understand the implications of changes and identify future focus areas. Be clear on the outcomes you want to drive
- Drive high performance within your departments through effective coaching, support and leadership development training
- Work closely with the wider Business Partnering team to deliver our business ambitions through our people

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agenda and embed our HR philosophy of creating simple; flexible and culturally enhancing changes

- Be responsible for ensuring succession planning in your business to create opportunities and reduce business risk in critical areas
- Support the ongoing requirement to identify and recruitment key high external talent alongside the Talent and Resourcing team
- Drive colleague engagement agenda through regular pulse surveys, using the responses to support business areas to make informed decisions
- Collaborate with other areas of HR (Talent, People Operations & Reward) on activity that impacts your departments to ensure a high quality end to end service is provided to your stakeholders
- Ensure we are always acting in the best interests of the wider business, using your knowledge and expertise to maintain legal compliance and resolve people issues
- Lead by example as a role model for our behaviours and values

You are:

- Someone with previous experience in a HR Business Partner role, where you have taken accountability for business areas across a variety of Functions and worked successfully with senior managers
- Preferably from a background of having worked in Brands or fashion
- Knowledgeable in succession planning/talent development, organisational design, change management, coaching, employee relations and project management
- Ideally CIPD qualified, but equivalent experience is fine
- Experienced in working in a Digital/ Tech-focused business, in particular using agile methodology, would be extremely advantageous
- A strategic thinker, commercially minded
- A credible HR professional, with the ability to build strong relationships at all levels
- A great communicator, capable of managing/influencing upward as well as downward
- Committed to delivering high quality work and always looking for smarter, better ways of working and encouraging others to do the same
- Passionate about HR, driven to learn more and keep updated with changing trends and legislation

Working for Superdry has never been so rewarding...

- Everyone receives a generous salary, pension contributions, life assurance
- 25 days holiday plus an extra day to celebrate your birthday
- Unrivalled range of Learning & Development programmes
- Eligibility to join our Share Save initiatives
- Amazing staff discount, 50% online and in store, plus an on-site staff shop and subsidised cafe
- A range of team and company-wide social events
- Discounted gym membership, cycle to work scheme, wellbeing services and much, much more