



Job Description

極度乾燥(しなさい)
Superdry®Careers

Diversity and Inclusion & Apprenticeships Advisor – 12 Month FTC

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!

At Superdry we are proud to say our approach and beliefs around diversity and inclusion are simply part of the way we work. Trust and respect for each other sits at the heart of how we go about delivering business results every day and we are committed to ensuring our work environment is free from discrimination, harassment and bullying in any form. Regardless of background, personal beliefs or any other defining factor; we instinctively know that our success depends on having talented people with the right skills, experience and approach to work. Indeed in order to help us drive innovation we actively seek out people with a range of different views and perspectives. What is important to us is that we have a place of work where people feel they can be at their best; and where we gather a rich diversity of minds and experience around the table to think through and solve the exciting challenges we face every day.

Working for the Talent & Resourcing Partner - Digital & Functions, we are now seeking an exceptional Apprentice/D&I Advisor to focus on how we elevate our support and practices to help us attract fresh talent into the business to make a difference to the diversity and inclusivity within Superdry and also ensure we’re maximizing internal career pathways

Key Accountabilities

- Creating, recruiting for and overseeing government approved apprenticeship programmes for retail
- Securing government funding for the support and delivery of apprenticeships (and other initiatives as and when agreed)
- Driving and managing Diversity and Inclusion initiatives to help ensure Superdry improves its diversity in all parts of the business
- Monitoring and reporting on diversity statistics to all stakeholders up to and including the board
- Working with the business to help influence decisions which continue to promote an inclusive and diverse culture and talent
- Drive forward the Superdry Grow Future Thinking programme, with a specific focus on Culture and People

You will

- Collaborate with global and regional stakeholders to enhance diversity and Inclusion practices across all elements of an employee’s lifecycle
- Contribute to elevating diversity and inclusion programmes by supporting the design and delivery of new initiatives designed to promote diversity and inclusion
- Design and then co-ordinate Superdry’s apprenticeships to ensure we maximize of the apprenticeship levy funds available
- Manage the new Flagship diversity attraction initiative; Growing Futures
- Work closely with our HR Data Analyst to review our diversity levels and provide insights and recommendations to the business including our performance against the Hampton-Alexander and Parker reviews



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- Manage all apprentice administration and funding
- Support apprentice resourcing activity & selection, creating a cost-efficient pipeline of talent into entry level Retail and Head Office roles
- Design and deliver an entry level talent programme for Retail using the level 2 Retailer qualification
- Support the Grow Future Thinking Initiative, and play a crucial part in delivering the people, cultural and talent aspects
- Spot new opportunities for Superdry to enhance its D&I activity and utilize government funding
- Support HR D&I activity to ensure we follow through the commitments we have made to our stakeholders
- Ensure D&I policies are reflective of our internal practices and supported by all stakeholders

You are

- Experienced and knowledgeable in managing government funding applications with a specific focus on apprenticeships
- Experienced in establishing and overseeing apprenticeship programmes
- Knowledgeable and experienced in equality, diversity and inclusion legislation and policies
- Passionate about Diversity and Inclusion and able to work well across different teams, functions and geographies to deliver our D&I activities
- Experienced in working as part of a team where D&I is a key requirement and focus
- Able to build brilliant relationships and are a great collaborator, with an excellent ability to consult, influence and drive change
- Analytical, able to generate and analyse data to create updates for the business
- A well-rounded HR professional who can work in a fast paced, dynamic and complex environment with experience of direct sourcing and recruitment campaign management
- Able and have a desire to recruit proactively using direct sourcing methods including LinkedIn & social media attraction to grow the apprenticeship talent pipeline
- Good with government systems and applications, to able to evidence the successful management of funding and grants
- Able to demonstrate strong stakeholder management skills at multiple levels across a range of functions and with external partners and educational institutes
- An enthusiastic team player with a strong drive to create a positive and collaborative work environment
- A great communicator, ready to confidently discuss and present on Diversity and Inclusion & Apprenticeships
- Excellent at time management and co-ordination skills, and have the ability to prioritise workloads and work under pressure to ensure end to end delivery
- Someone with high levels of attention to detail and discretion
- A forward thinker with a proven track record of working pro-actively and using own initiative
- Passionate about what you do, with drive and energy
- Willing to think critically about and challenge our existing offering and processes, offering creative suggestions for improvement
- Creative and innovative in your approach

Working for Superdry has never been so rewarding...

- Everyone receives a generous salary, pension contributions, life assurance and 25 days holiday
- 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