



## HR Manager (Part-Time)

### ABOUT INTEGRAL SOLUTIONS

#### Location: Hayle, Cornwall

**About Us:** Integral Solutions is at the forefront of renewable energy innovation, developing state-of-the-art systems to drive a sustainable future. Our team is dedicated to creating cutting-edge solutions that make a real difference in the world. We are looking for a passionate and experienced HR Manager to join our team on a part-time basis (2-3 days a week) to manage our HR needs.

#### Key Responsibilities:

- Develop and implement HR strategies and initiatives aligned with the overall business strategy.
- Bridge management and employee relations by addressing demands, grievances, or other issues.
- Manage the recruitment and selection process.
- Support current and future business needs through the development, engagement, motivation, and preservation of human capital.
- Develop and monitor overall HR strategies, systems, tactics, and procedures across the organisation.
- Nurture a positive working environment.
- Oversee and manage a performance appraisal system that drives high performance.
- Maintain pay plan and benefits programme.
- Assess training needs to apply and monitor training programmes.
- Ensure legal compliance throughout human resource management.

#### Requirements:

- Proven working experience as HR Manager or other HR Executive.
- People-oriented and results-driven.
- Demonstrable experience with Human Resources metrics.
- Knowledge of HR systems and databases.
- Ability to architect strategy along with leadership skills.
- Excellent active listening, negotiation, and presentation skills.
- Competence to build and effectively manage interpersonal relationships at all levels of the company.
- In-depth knowledge of labour law and HR best practices.
- Degree in Human Resources or related field.

#### What We Offer:

- Flexible working hours (2-3 days a week).
- Opportunity to work with a dynamic and innovative team.
- Competitive salary and benefits.

**How to Apply:** Interested candidates are invited to send their CV and cover letter to [hr@integralsolutions.com](mailto:hr@integralsolutions.com) with the subject line "HR Manager Application."