Our company is growing rapidly and is hiring for a manager, people. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for manager, people

- Consulting with retail colleagues as part of the Store Forum process to implement innovative, practical and effective safety initiatives to help promote a positive safety culture at a local and national level
- Investigating and reporting on retail accidents and dangerous safety occurrences to understand underlying root cause(s) and to identify and support corrective actions at a local level to help prevent a recurrence
- Escalating investigative outcomes to the UK and Group People Safety Teams to enable a strategic policy review
- Liaising with local enforcement officers as required by UK and Group People Safety protocols
- Keeping an accurate record of all investigative work to allow for information sharing
- Leading strategic planning and development for all people operations processes including
- Responsible for building the talent pipeline and for developing frameworks and tools to support the annual performance management (GROW 360), talent assessment, and succession planning process, including training of managers and HRBP's
- Strategic business partner on organization and leadership development issues
- Responsible for assessing, designing and managing execution of leadership development and high potential programs

Qualifications for manager, people

- Implement People priority projects within the business unit and leverage the broader People community Centres of Expertise (COE's) and relevant stakeholders to ensure efficient delivery of products/services and driving executional excellence
- Experience using quantitative and qualitative analytical strategies and working with multiple data sources to generate insights from analyses
- Demonstrable experience implementing/configuring HCM
- 3+ years experience managing HRIS systems either in an HR function or in a technical function supporting HR
- Propose and design development initiatives for specific needs for key roles
- Design non-technical programs, prepare training materials, and facilitate them