

HEAD OF PEOPLE AND DEVELOPMENT

Harpenden, Hertfordshire

Role

We are looking for a **Head of People & Development** to both drive our overall People Services and HR function and deliver our ambitious recruitment targets. Working alongside the entire UK team and reporting directly to the head of the business, you will lead the search and appointment of our team, develop them, and ensure that we are equipped with all the tools necessary for success.

Responsibilities

- **Company Culture:** We are looking for someone to share and promote our company values. To maintain transparency across the team. To build an idea meritocracy. To think differently and push towards achieving our vision for a world leading, environmentally focussed agricultural industry in the UK.
- **Recruitment:** Overall responsibility for the end-to-end recruitment strategy. Search and selection, requirements gathering, interview process, candidate experience, decision-making on hiring, on-boarding successful candidates.
- **Talent Management:** Work collaboratively with our Managers to ensure the best talent available is recruited and on-boarded with a belief in what we do at Timac Agro UK. Drive that passion and belief across all facets of Talent Management.
- **Induction & Training:** Develop an adaptable induction and training programme, focused on developing both new recruits quickly and effectively.
- **Learning and Development:** Drive an ongoing L&D programme from; analysis, design, development, through to the delivery across the business.
- **Employee Engagement:** Shape and develop a range of activities to maximise levels of employee engagement and retention across the business

About us

We all share the same outlook: moving agriculture forward in a sustainable way. This commitment is what drives us to constantly innovate to provide high-performance solutions and look towards a future of world leading, sustainable agriculture in the UK.

Our team

We endeavour to provide our growers support and guidance to improve yields. Our team of experts in plant and animal nutrition are local and provide a countrywide service to develop solutions of tomorrow.



Timac Agro UK Ltd

Daniel Hall Building, Rothamsted, Harpenden,
AL5 2JQ, United Kingdom

www.uk.timacagro.com



Our solutions

Our fertiliser solutions are based on plant and seaweed extracts, which enhance the performance of the fertiliser to protect the environment, increase efficiency and improve plant growth and quality.

Our global reach

The Groupe Roullier is an international company involved in Plant and Animal Nutrition for almost 60 years. We draw upon industrial and technical expertise, a unique technical team and a sustained innovation policy to meet the specific needs of our growers. Since 2016, we have been able to draw from our dedicated innovation centre, Centre Mondial de l'Innovation, whose teams and researchers develop the solutions and products of the future.

Think different, farm better.

If you want your next professional opportunity to be varied and challenging, in an environment that encourages autonomy and development from your own initiative, we invite you to take part in the growth of our dynamic international company.

What we offer?

- The opportunity to take ownership of a crucial People Services project, all whilst operating within a global group structure.
- Operate within a crucial industry sector that we as a business have the prospect of leading change.
- A chance to work free from the usual corporate restrictions, with the ability to push the boundaries in what is possible in HR and People Services today.

Experience & Qualifications

- Bachelor's/Master's Degree
- CIPD Level Qualification would be preferred
- A number of years' experience in a dynamic commercial environment
- A passion for personal and professional development and team dynamics
- A self-starter with an operational mind-set, that can take initiative rather than needing constant direction

Location

The position is office based, at our Head Office at the world-renowned Rothamsted Research facility in Harpenden, Hertfordshire. The role will require extensive travel throughout the UK and further travel internationally. The Head Office is commutable by train in just 20 minutes from Central London.



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