



DRIVING THE FUTURE OF ELECTRIC VEHICLES

We are the world leader of in-wheel motors for passenger cars, light commercial vehicles and future transport solutions.

Protean Electric is an automotive technology firm with around 150 talented people globally.

Our purpose is to make electric vehicles better, for the people who use them and for a sustainable world. Our mission is to make in-wheel motors a standard automotive product, used by customers worldwide.

HR Manager Farnham, UK

The Role

We are seeking the right individual to join our global HR team.

Main Duties & Responsibilities

The HR Manager for Protean Electric is an opportunity to help to shape a business with compelling technology and market traction in one of the most exciting sectors in the world today – electric and future mobility.

We are a business in transition, from an R&D product developer to a manufacturing business with a global footprint. As we transform, we need to take our people with us, and attract those that are excited by the journey we are on.

The HR Manager will work in close partnership with senior management to define and execute a people strategy, delivering an employer brand and employee experience that enables the business to meet its goals.

Reporting, Location & Travel

The role is full-time and based out of Farnham, Surrey, reporting to the VP Marketing & People. Flexible working possible. Some international travel to Europe, US and China possible.

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Key Responsibilities

Strategic

- Partner with other teams across the business, sometimes internationally, to create and roll-out people-related strategy
- Partner with the senior management team to develop and grow Protean's culture
- Develop the talent journey from talent attraction techniques to the recruitment process and assessment tactics, through to onboarding and induction allowing Protean to offer a best in class service and experience to all who come into contact with the business.
- In conjunction with the VP of Marketing and People devise, design and implement initiatives to build the employer brand in a highly competitive market.
- Lead employee engagement planning, strategy, execution and reporting
- Ensure the company meets its HR related regulatory and legal requirements

Functional

- Handling employment relations issues such as grievances and employee welfare.
- Overseeing staff attendance and absence monitoring.
- Providing detailed HR reports to senior management teams.
- Administration of employee-related paperwork, such as employment contracts, new starter packs, or formal notices of termination
- Delivery of the recruitment service to allow the business to meet its people plan.
- Overseeing training and development of employees.
- Administering financial elements such as payroll, compensation and benefits, and pension schemes.

Relevant Skills & Behaviours

Our values:

- **Will to Win:** we succeed by delivering to customers; on time, on quality and on cost
- **Pioneering:** we are passionate about the technology
- **Courageous:** we face our challenges
- **Working Together:** we can rely on each other and others can rely on us
- **Personally Responsible:** we do what needs doing, when it needs doing
- **With Integrity:** we are honest, open and respectful

Successful candidates should be able to demonstrate the following relevant skills and behaviours:

- Results-oriented, self-motivated individual with a track record of delivering on commitments
- Excellent written and oral communication skills
- Collaborative with experience of working with remote teams and across geographies

Relevant Knowledge & Experience

- CIPD qualification or equivalent degree
- Solid career track record in HR and/or people or organisational development, with a strong leaning and genuine interest in Employer Branding / Employee Experience
- Budget management experience
- Confident with IT and social media savvy
- Digital attraction and recruitment tools
- Digital assessment techniques and tools



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- Performance management tools and development techniques
- Commercial focus
- Experience of managing diversity
- Risk management experience

Employee Benefits

In return for a rewarding and fulfilling career, all Employees can look forward to receiving a competitive salary, plus a number of additional employee benefits:

- Discretionary Bonus: Employees are eligible to receive a discretionary bonus of up to 15% of annual salary; this is paid annually and is subject to meeting set agreed targets.
- Life Assurance: Employees are automatically enrolled into the company's Life Assurance scheme; this provides the sum of four times annual basic salary in the event of death during employment.
- Pension Scheme: Employees are automatically enrolled into the Company's Group Personal Pension Scheme, with the company matching contributions from a minimum of 5% up to a maximum of 7%.
- Private Healthcare: subject to completion of probation, Employees, their partners and dependents, are able to join the company's private healthcare scheme with BUPA, in addition to an accompanying cash plan with BHSF.
- Learning & Development: Employees are encouraged to continue their career development with a variety of training courses and development opportunities available to them, including the offer of learning Mandarin.
- Relocation: we are able to offer a relocation package to assist Employees and their families when relocating to within a designated distance/duration from the company's offices.

Full details of the Employee Benefits are available upon request, or will be made available on provision of an offer of employment.

Should you wish to apply for this role, please e-mail your CV, covering letter and salary expectations to: ukjobs@proteanelectric.com – please be sure to **quote the full Job Title in the subject line** and read our Privacy Notice.

Thank you for your interest, we wish you every success with your application.

