**HR Business Partner - Up to £45,000 per annum – Based in Lytham, Lancashire**

We are looking for a HR Business Partner to be responsible for delivering the HR strategy within the Group. You will provide guidance and support on all HR matters whilst helping the Company to achieve their growth plans by promoting people strategies. This is a varied role with the opportunity to join the Company at an exciting time as it is experiencing significant growth.

**About the role**

Main duties (but not limited to):

* Implement the HR strategy within the Group
* Provide guidance to line managers on all HR/people related matters including:
	+ Absence management
	+ Disciplinary issues
	+ Performance management
	+ Change management
* Develop effective HR procedures
* Suggest and lead on HR projects
* Partner with Senior Management on people related issues
* Oversee the appraisal process
* Full responsibility for all employee records
* Responsibility for on-boarding new starters

**About you**

* CIPD level five qualified. Level seven would be highly advantageous
* Previous HR experience in a Business Partner or HR Manager role
* Sound understanding of HR guidelines and principles
* Up to date knowledge of employment law
* Excellent communicator at all levels
* Highly organised
* Good attention to detail.

Please note - it is a requirement of this role that you are based at our Head Office five days a week. We are not able to consider a work from home arrangement with this role.

**About us…**

The Tangerine Group is a privately held group of companies based in Lytham which also has six international offices based in Ireland, Germany, Spain, Portugal, Singapore, and USA. We specialise in the manufacture and sale of animal health and nutrition products for farm and companion animals. We also have a group of leisure companies based in Lancashire and Cumbria.

We are passionate about being the best and you should be too!