

Perspective is a national financial planning and wealth management group which operates from 21 offices across the UK employing over 275 staff, including over 80 highly qualified advisers. It provides impartial, specialist advice for individuals, corporates and trustees on pensions, retirement planning, inheritance tax planning, investments and group risk and business protection matters, often working closely with other professional advisers such as accountants and lawyers.

The group differentiates itself by having a strong and ethical client-centric culture, a robust compliance approach and a clear focus on developing its pipeline of trainee adviser talent through its workplace based in-house Training Academy.

CBPE Capital LLP made a major investment in Perspective to support the Group's management team with their continued focus on providing high quality advice to their existing client base, growing organically and making selective acquisitions.

Perspective has gained a reputation as the 'acquirer of choice' for Financial Planners looking to retire and exit the industry and for larger Financial Planning firms looking to join an established and growing industry leading group.

Group People Advisor (ref:181)

Location: Home based with occasional travel to Chorley Head Office

Hours: Monday - Friday 9.00am - 5.00pm (35 hours)

Salary: £30,000 - £35,000 Dependant on experience and qualifications

Benefits: 25 days holiday (rising with length of service) plus Bank Holidays, Holiday Purchase Scheme, Life Assurance, Pension and Corporate Eyecare

Role Description:

Our Group People Team is actively recruiting for an experienced commercially aware HR professional who has proven experience of working in a busy Human Resources/People department. This opportunity offers a varied role, with the key area of focus being TUPE and providing support and advice to our managers on all people matters within the business and will 'hit the ground running'. The role will suit someone who can confidently work using their initiative and support a busy team and growing business.

Specific Responsibilities:

The key duties of the role are listed below:

- Supporting the management of TUPE transfers into the business ensuring compliance with TUPE legislation, ensuring any risks mitigated.
- Supporting ongoing aspects of acquisition on-boarding and integration into the business
- Coaching managers through the sometimes difficult and complex ER cases they are managing, over the telephone and via Teams providing a sound solutions-based approach, escalating concerns to Group Head of People
- Fully conversant in Working Time Directive and Employment Law and its practical application
- Supporting managers with effective and efficient performance and development of all employees
- Providing advice and assistance on policies, procedures and legislation
- Support, develop and implement HR initiatives and systems
- Undertake regular KPI reporting of HR metrics
- Support the Group Head of People and the wider team in delivery of HR elements of organisational and cultural change activities
- Support the Group Head of People to prepare briefings over a range of HR related topics
- Act within the boundaries set out by the company's policies to ensure sensitive personal information is protected as required by law, regulatory bodies, ethics and best practice

Perspective's flexible and pragmatic approach means we can create mutually beneficial acquisition deal structures and completion timescales, while priding ourselves on delivering a client-centric, ethical approach focused on long term (often multi-generational) client relationships.

Privacy Policy

*Perspective Financial Group Ltd ("us", "we") respects your right to privacy. Our Privacy Policy explains who we are, how we collect, share, and use personal information about you, and how you can exercise your privacy rights. Our Privacy Policy is available on our website
<https://www.pfgl.co.uk/privacy-policy/>*

Experience and key requirements are:

The successful candidate will need to be motivated, friendly, professional and confidential at all times. Key requirements are:

- CIPD Qualified (Level 5 preferable)
- Extensive TUPE experience, confident with acquisitions and consultations
- Excellent understanding of Employment Law
- HR Advisory experience dealing with range of ER queries, AWOL, Performance, Disciplinary and Grievance
- Ability to write and present information, business cases and proposals
- Resilient and confident in advising & negotiating with managers on the telephone and via video call
- Intermediate to advanced excel skills
- Excellent written, verbal and organisational skills
- High level of attention to detail and ability to meet deadlines
- Experience of interpreting, advising and implementing policies and procedures
- Leading projects and implementing new initiatives
- Multi-site experience
- Self-starter, highly organised and ability to adapt to multiple priorities
- A 'can-do' attitude with problem solving skills
- Flexible and adaptable approach
- Commercial awareness
- Able to work autonomously and as part of a team

How to apply

Please send your CV and cover letter to lindsey.wood@pfgl.co.uk quoting Group People Advisor (ref: 181)

Any unsolicited CVs will be sent at the recruitment agency's own risk and will be interpreted as 'gifts' and we have no liability to you for any fee or otherwise. We reserve the right to engage with candidates directly having not, in any way, entered into your terms and conditions. By submitting an unsolicited CV to us, or to any member of our staff, you accept these terms as the default position