**HR Advisor**

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| Education and Training | CIPD – Level 5 | Degree | Application Form |
| Relevant Experience | Demonstrable HR experience, including exposure to a wide range of Employee Relations issues  Experience of coaching, influencing and building strong working relationships with business leaders  Experience of restructuring / consultation / redundancies | Experience of working in the hospitality industry  Experience of working in the charity sector  Experience of company secretarial work | Application Form / Interview |
| Special Knowledge and Skills | Strong understanding of UK employment law legislation  Knowledge of issues regarding casual employment contracts  Interpersonal and Communication skills  Facilitation skills | Qualified in Mental Health First Aid  Demonstrable interest in Staff Wellbeing  Demonstrable interest in D&I initiatives | Application Form / Interview |
| Personal Qualities | Diplomacy and tact  Able to work effectively as part of a team and manage own workload efficiently  Commercially minded  Curious with a desire to seek to make improvements  Able to work autonomously and not feel the need to be handheld  Confident to ‘walk the floor’ and be approachable and trusted so that issues are nipped in the bud before they escalate. |  | Application Form / Interview |