

HEAD OF EMPLOYEE RELATIONS

Location: Croydon

Salary: Up to £60,000 + benefits and Civil Service Pension Scheme

The UK Border Agency is being formed on 1st April 2008 through a merger of the Border & Immigration Agency, the border-related work of HM Revenue and UK Visas. This is an exciting time for the Agency. Reporting to the Deputy HR Director, this role will be responsible for leading the Employee Relations strategy for the new Agency.

As the Head of Employee Relations you will manage the consultation and communications relationship the Agency has with its employees and their representatives. You will implement an employee relations strategy for the Agency that encompasses all elements of the relationship between the business and its people. This will include making the links with other parts of the HR function within the Border Agency and the Home Office to ensure continuously improved service delivery and productivity by having committed, engaged and well motivated employees.

The Home Office is dedicated to promoting equality, fairness and respect. We will create a working environment where diversity is recognised, valued and celebrated. In delivering our business to our diverse society, we will take care to assess the impact of our policies on race, religion and belief, gender, gender identity, disability, sexual orientation and age equality.

We are looking for a resilient, self-motivated, employee relations professional with a proven track record of delivery in a large, complex, unionised organisation either in the commercial or public sector.

The ideal candidate will be a Chartered Member of the CIPD and will have up to date employment law knowledge in relation to unions, terms and conditions of employment and industrial disputes. You will have a highly commercial outlook, proven effectiveness at dispute resolution and relationship management, and a successful track record in complex negotiations. Experience of TUPE and M&A would be an advantage.

To apply please send your CV and supporting statement quoting your salary/package details in the strictest confidence to Beate Vogt at mail@digby-morgan.com, quoting reference 012184/BIVST. Alternatively contact her at Digby Morgan, Roxburghe House, 273-287 Regent Street, London W1B 2HA. Tel: +44 (0) 20 7907 2828. Fax: +44 (0) 20 7495 4474.