



Job Description

Group HR Director

About us

Kinetic is the UK's leading provider of event management and student accommodation software to the higher education sector. Since its sale to Volaris Group (part of Constellation Software Inc) in 2015, Kinetic has grown rapidly within its customer base, and more recently expanded its software footprint through five acquisitions to cover four key industries (event management, student accommodation, property management and healthcare).

With ambitions to become the largest buy-and-hold acquirer of vertical market software companies in the UK, a new group level structure has been formed to not only support our existing businesses in their efforts to retain market leadership and grow organically, but also continue expanding the group with future acquisitions. Our businesses have varying levels of HR maturity, each with their own HR resources which vary in experience. Collectively there are 330 employees across four businesses and five positioned at the group level. In the past four years the group has grown from 55 employees to 330 with ambitions to continue adding new businesses and their teams to the group.

Kinetic is backed by Volaris Group who are an operating group of Constellation Software Inc (CSI), one of the largest and fastest-growing software acquirers globally, with over 450 software businesses worldwide. Their buy-and-hold philosophy sets them apart from traditional Private Equity and Venture Capital practises, providing a long-term business success mentality through a highly decentralised and autonomy focussed structure, with minimal corporate intervention.

We strongly respect each business has its own culture, fostered by the respective management team, and look to support them as much as possible without having to mandate change. Given the nature of a small team forming at the new group level, we are establishing a high-performance culture whilst appreciating life outside of the day job.

The Role

The Group HR Director will report to the Group CEO and is key to the future success of the group's expansion. The purpose of this role is to provide strategic HR assistance across the group which until now has been provided by Volaris.

Key responsibilities:

- Assist existing business leadership teams to build commercial HR strategies and high-performance organisations that aid the business' goals and bring alignment operationally, tactically, and strategically.
- Lead HR due diligence and analysis in potential acquisitions, highlighting the strengths and weaknesses of a business within tight deadlines. Makes recommendations for any shortcomings or improvements required post-acquisition.
- Assist in post-acquisition improvements to an acquired business's HR practises including organisational structural changes required.

- Complete 'Needs Analysis' and facilitates professional development, training, and certification activities for business leaders and their local HR advisors.
- Identify staffing and recruiting needs through quarterly/annual planning and forecasting; develops and executes best practices for hiring and talent management. This may include negotiating preferred deals with specific agencies to save cost for the group.
- Conduct research and analysis of internal trends including the review of reports and metrics from the human resource information system (HRIS), Workday.
- Maintain knowledge of latest trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law; applies this knowledge to suggest potential changes in policy, practice, and resources to business leaders and local HR resources.
- Identify unseen HR risks within existing businesses and suggests effective plans to the business leadership teams to mitigate against them.
- Represent the group at Volaris HR events including international best practise sharing sessions.

Person Specification

Professional Experience

At least two years Director level experience in HR

Track record of blending commercial acumen with HR

Preferably has some experience working with software companies

Qualifications/Training

CIPD Level 7 qualification or higher

Personal Skills & Attributes

Criteria	Essential	Desirable
Leadership	<ul style="list-style-type: none"> • Uses coaching techniques to empower and develop others including business leaders. • Thinks strategically, recognising opportunities, forming a vision of what can be achieved, then challenging self and others to get breakthrough results. 	<ul style="list-style-type: none"> • Foresees future demands and plans resources and skills accordingly, considering the strengths and weaknesses of group and business level teams.

	<ul style="list-style-type: none"> • Role models high performance. 	
Initiative and Follow-through	<ul style="list-style-type: none"> • Stimulates adaptation and change to improve organisational HR practises and generate additional value. • Takes account of the wider impact of plans and resists pressure to focus solely on short-term priorities. 	<ul style="list-style-type: none"> • Overthrows conventional views and makes radical changes to achieve business success.
Results Orientation	<ul style="list-style-type: none"> • Ensures delivery of commercial HR excellence whilst keeping business leaders and employees at the heart of all decision making. • Continually reviews the long-term needs of the group, identifying risks and opportunities and taking appropriate action to address them. 	
Effective Collaboration	<ul style="list-style-type: none"> • Works across the group and businesses to develop the best approaches and get the best results. 	
Communication	<ul style="list-style-type: none"> • Expresses ideas in ways that build commitment to them, even when unfamiliar or unpopular and involves and fully informs others in a timely way. • Able to present complex information appropriately to both internal and external audiences, always maintaining a confident appearance. 	
Technical Mastery	<ul style="list-style-type: none"> • Achieves technical mastery and develops it in others. • Looks to different industries and disciplines to find new ideas and emerging trends, encouraging an open and creative forum with others to provide the group and businesses with. 	<ul style="list-style-type: none"> • Examines and questions the dynamics of a situation, problem, or issue to accurately determine the long-term, strategic decision for the business.

This job description is designed to give an overview of the requirements for this role. It is supplemented by notes from appraisals, other development meetings and individual objectives.

The person carrying out this role will at times be required to carry out additional tasks in support of the group and its businesses which may fall outside the general scope of their job description.