



# Human Resources Manager

## OMEX UK



Job Title	Human Resources Manager		
Department/Group	OMEX Agriculture Ltd, OMEX Environmental Ltd and OMEX Agrifluids Ltd - UK businesses		
Location	Lincs/Norfolk		
Level/Salary Range	Competitive	Position Type	Permanent
HR Contact	Sara Bettsworth	Date Posted	28 <sup>th</sup> February 2024

### Applications Accepted By:

Email: [sarab@omex.com](mailto:sarab@omex.com) including the role and location on the email subject line

Closing Date:  
31st March 2024

## Job Profile

### The Company

OMEX is a dynamic group of companies operating throughout the world, specialising in complex liquid formulations for use in industries, ranging from agriculture to energy. OMEX develop, manufacture and supply solution fertilisers and foliar liquid fertilisers, micronutrients for biogas plants, wastewater treatment solutions and deicers in the UK and exporting to over 85 countries worldwide. The three businesses based in the UK provide expert advice and products to customers and distributors. This is a family run business, founded in 1976. The company treats its people very much as part of their extended family greatly valuing their contribution toward its continued success and growth.

### The Role

The Human Resources Manager is a stand-alone position that will provide expert professional, confidential advice, guidance and support to the Directors, Managers and Staff on all aspects of HR and people management in line with the company policies, employment legislation and best practice.

The role is responsible for all aspects of HR as well as being part of the management team that helps run and develop the business. The HRM will contribute strategically and at an operational level to deliver a customer focused HR service across each of the sites. Therefore, the HRM will be present at each site regularly with occasional home working. The successful person will have excellent interpersonal skills, being approachable, empathetic, professional and act as a confident on all HR related matters. The individual will have scope to continually improve and optimise the HR systems and processes which support the business as it continues to grow.

### Key Tasks

- Develop and deliver all aspects of HR to support the short, medium and long term aims and objectives of the business (Recruitment; On-boarding/Induction; Performance Management; Reward; Organisational Development and Design; Employee Relations/Law and Engagement; Learning & Development; and HR administration)
- Provide an optimal HR service, building excellent trusted working relationships and a robust infrastructure to enable the business to grow and operate effectively and efficiently
- End to end responsibility for attracting and selecting the right people with the right skills and attitude for the company



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### Key Tasks Continued

- Ensure people are recognised and rewarded for their excellent contribution competitively
- Create and sustain an environment and culture that continually motivates employees to contribute fully and enhance business growth and productivity
- Enable employees to carry out their role well, develop and progress where possible through delivering learning solutions and career opportunities
- Continue to create an agile and fluid organisation to meet the short, medium and longer term business requirements.
- Handle all employee relations and legal matters ethically, compassionately and in line with legal compliance

### Personal Requirements

- The successful candidate will already be working as an HRM within the manufacturing industry, preferably within agriculture and/or chemical manufacturing.
- Experience of working in both small and larger organisations would be helpful.
- Stand-alone HRM experience is essential
- Ability to work strategically and operationally delivering best practice HR plans
- Fully conversant and up to date with all aspects of employment law.
- Significant experience of all aspects of HR, including recruitment; reward/benefits; engagement; employee relations/law and policy development; learning and development; performance/people management; organisational design; and excellent HR service, systems, administration, and delivery
- Excellent communication, presentation and influencing skills
- Able to prioritise, work at pace, and deliver results in a calm, professional manner
- Approachable, confident outgoing personality able to deal with all types of people from all walks of life and build good working relationships
- Positive and collaborative with a “can do” attitude, willing to pitch in with any business task
- Has the ability, resilience and robustness to work independently and as part of the leadership team.
- A continuous improvement mindset to ensure efficient and effective HR practices
- Used to operating HR systems and fully optimising
- Computer literate - Microsoft Office applications: Outlook; Word; Excel; Powerpoint; Project, as well as other HR related systems etc.

### Education

- MCIPD is essential

### Personal Skills:

- Personal integrity with resilience, tenacity and a mature attitude is essential
- Planning skills and effective time management are paramount.
- Have the stature, confidence, and interpersonal skills to develop strong working relationships, with colleagues and external providers
- Requirement of holding a current, clean driving licence.

### Benefits

Excellent remuneration package, including a contributory pension scheme, contributory health care scheme, a suitable company vehicle and IT equipment necessary to perform the role will be supplied.

**Apply Now**

#### Want to apply for this role?

Send your CV to Sara Bettsworth

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