



Position Title: People and Culture Generalist

Responsible to: CEO

Location: Gloucestershire County Cricket Club, Seat Unique Stadium, Bristol

Term: Permanent, Part Time

Role: Starting Immediate

Salary: Up to £40,000 per annum Pro Rata, depending on experience (20 hour working week)

The Company

Gloucestershire County Cricket Club is one of 18 first-class counties in the UK. Established in 1870, the club has a rich heritage in the sport that continues to the present day. Following the redevelopment of the Seat Unique Stadium, the club now has the facilities to host international cricket, as well as the recently refurbished Bristol Pavilion offering a state-of-the-art media and hospitality venue.

The club takes pride in developing upcoming cricketing talent through their academy as well as placing value on nurturing relationships within the local community, with their supporters being at the heart of what they do.

Their mission - **“To sustain, develop and grow Gloucestershire County Cricket Club in order to be successful in the enterprise of cricket”**.

The Role

The team are looking for a hands-on HR Generalist to join the team, and working with the CEO will take a lead role in developing their HR function and people strategy. As HR Generalist for the Club, you will oversee all people activity and play a key part in making sure strong HR foundations are in place, reviewing HR policies and procedures, and considering initiatives to enable development.

Due to the nature of the industry, you will ideally enjoy working in a fast-paced and evolving environment. A want to embed yourself into the club and the people is important, as well as a genuine interest in building and contributing to company culture. Someone who is looking to develop HR knowledge, and with a creative and forward-thinking mindset would suit this role.

Responsibilities

- Provide generalist HR Support to company employees and management
- Review of Club policies and procedures to make sure they are fit for purpose and in line with current employment law
- Lead on HR and club-related projects to drive the club forward in achieving tangible outcomes
- Provide support and guidance to management on employee relations issues, coaching where necessary

- Support with recruitment activities across the business, review of onboarding and induction processes
- With support from the people executive, take ownership of employee lifecycle
- Effectively communicate HR change across the business
- Develop people initiatives for the business

Person Specification

- Ideally, CIPD qualified, or minimum requirement of Level 5 is essential
- Proven experience in a Generalist role
- Experience in policy and procedure review and Employee Relations
- Capable of managing a busy and varied workload, prioritising work effectively
- Excellent organisational and communication skills
- Interest in developing HR initiatives
- Desirable – an interest in working people-led events, sports, hospitality venue

What's on Offer

- Salary up to £40,000 Pro Rata
- Complimentary tickets to sporting Club events
- Gym Membership