HEAD OF PEOPLE & CULTURE

StrategiQ Marketing Ltd.

ABOUT US

StrategiQ is a team of award-winning, value-creation specialists, spanning every brand and marketing discipline. We empower business leaders and marketing to thrive in the face of change. We integrate excellence into organisations transformation journeys to create New Future Value. We do this through tailored programmes of work that optimise, accelerate and innovate marketing activities.

Working at StrategiQ means joining a group of passionate, dedicated and visionary people; a melting-pot of personalities, skill sets and specialisms.

WE ARE

RESTLESS

in our quest to grow our knowledge and experience while always defying complacency.

RELENTLESS

in our pursuit of opportunities, approaches and excellence for our clients and ourselves.

REVOLUTIONARY

in our thinking to push the boundaries of the possible.

JOB OVERVIEW

We are seeking an Head of People & Culture as a valuable addition to our team. This individual will play a critical role in fostering a high-performance culture within our agency. They will be passionate advocates of organisational psychology and performance management, investing in the motivation, engagement and alignment of our team with our core values and goals.

KEY RESPONSIBILITIES

01 PERFORMANCE MANAGEMENT

→ Develop and implement performance management systems that promote accountability, feedback, and continuous improvement.

→ Collaborate with department heads to set clear performance expectations and goals.

→ Design and conduct performance appraisals and provide coaching to managers on delivering constructive feedback.

02 ORGANISATIONAL PSYCHOLOGY

→ Utilise psychological principles to enhance employee well-being, motivation, and job satisfaction.

→ Conduct employee surveys and assessments to gauge team engagement and identify areas for improvement.

→ Implement programs that support mental health and work-life balance within the agency.

03 TALENT ACQUISITION & DEVELOPMENT

→ Lead recruitment efforts to attract top talent, focusing on cultural fit and potential for growth.

→ Develop and facilitate training programs that support employee development and align with performance objectives.

→ Implement mentorship and coaching initiatives to nurture employee skills and career advancement.

04 CULTURE AND EMPLOYEE ENGAGEMENT

→ Foster a positive and inclusive workplace culture that encourages collaboration and innovation.

→ Design and execute employee engagement initiatives and recognition programs.

→ Act as a trusted advisor to employees and management on HR-related issues, performance concerns, and team dynamics.

05 COMPLIANCE AND HR POLICIES

→ Ensure all HR policies align with legal requirements and industry best practices.

→ Maintain employee records and oversee HR compliance measures.

QUALIFICATIONS & EXPERIENCE

→   Bachelor's degree in Human Resources, Psychology, Business Administration, or a related field; Master's degree preferred.

→   Proven experience (5+ years) in an HR leadership role, preferably within a marketing or creative environment.

→   Strong understanding of performance management, employee engagement strategies, and organisational psychology principles.

→   Excellent communication, interpersonal, and conflict resolution skills.

→   Ability to analyse data and metrics to drive informed decision-making.

→   CIPD membership is beneficial.

SALARY

£50,000 - £70,000 depending on experience and location

WHY JOIN US

If you like the thought of being able to impact lives and have a lasting and profound influence for our people and the businesses we partner with, then we'd love to hear from you.

You can find out more about working with us and our Employee Value Proposition (EVP) by visiting https://strategiq.co/culture/.

APPLICATION PROCESS

If you'd like to be part of creating value for our colleagues and clients, please submit your CV and a cover letter outlining relevant experience to sarah@strategiq.co.