



## PR/118253 | Senior HR Retail Specialist

### 募集職種

#### 人材紹介会社

ジェイエイシーリクルートメントイギリス

#### 求人ID

1561418

#### 業種

その他（人材サービス）

#### 雇用形態

正社員

#### 勤務地

イギリス

#### 給与

経験考慮の上、応相談

#### 更新日

2025年10月14日 10:25

### 応募必要条件

#### キャリアレベル

中途経験者レベル

#### 英語レベル

無し

#### 日本語レベル

無し

#### 最終学歴

短大卒：準学士号

#### 現在のビザ

日本での就労許可は必要ありません

### 募集要項

#### SUMMARY OF JOB PURPOSE

We are on a mission to drive and expand their global business and become the most iconic premium lifestyle brand. We are seeking a dynamic and experienced Senior HR Retail Specialist to join our EMEA HR team. This role will focus on enhancing our HR practices within our retail operations, ensuring that we attract, develop, and retain top talent while fostering a high-performance culture. The ideal candidate will have a deep understanding of HR processes in a retail environment and a passion for driving employee engagement and development initiatives.

#### DUTIES AND RESPONSIBILITIES

- Grant that HR operations are properly executed in the assigned area;
- Act as a point of contact for employee relations matters, providing support and guidance to retail teams on HR policies, procedures, and best practices.
- Lead the full recruiting process for stores' roles, defining recruitment needs with retail team
- Monitor performance management review (quarterly and annual feedback), define retention strategies.

- Lead the salary review process.
- Manage employees' relations and facilitate conflicts resolution.
- Manage disciplinary procedures and guide managers through formal actions, ensuring consistency and fairness.
- Support conflict resolution and grievance handling to maintain a positive workplace climate.
- Liaise with HR shared service team to grant that all the administrative tasks are well communicated and managed: contracts, expirations, salary reviews, maternity leaves, hours variations, etc.
- Maintain reporting files on a monthly basis to monitor the progress of organizational charts and HC/FTEs vs budget.
- Ensure compliance with local labor laws and regulations, as well as company policies, across all retail locations.
- Work on HR budget and forecast.
- Schedule regular visits in store and meetings with the employees in order to monitor climate and support their development by advising HR Learning and Development Team or Retail Training Team on training and development needs.
- Act as a point of reference between the Company and the employees by creating and nurturing a trust-based relationship.

### Requirements

- 5 years of experience in a HR Generalist role in Retail Industry in EMEA region with a focus on employee relations, and performance management.
- Strong knowledge of EMEA labor laws and HR best practices
- Problem-solving attitude, attention to detail, with the ability to manage multiple projects simultaneously
- Well organized and able to meet deadlines
- Passionate about people management and retail environment
- Effective communication and interpersonal skills to collaborate with diverse teams.
- Proficiency in HRIS and MS Office Suite; experience with data analysis and reporting is a plus.
- Fluent in English & any European language (Italian, Spanish, French & German) is a plus.

We regret to inform applicants that only shortlisted candidates will be notified. Thank you for your understanding.

#LI-JACUK #LO

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会社説明