

Interim HR Management

When the Head of HR left one of our clients, they asked us to help them fill the resulting vacancy. They realised that finding the right person was a critical process for them, but they also knew, with notice periods, it would take time to fill the role. Our client didn't want a hiatus in moving their people management activity forward, so they asked one of our senior consultants to fill the role in the interim.

We were pleased to fulfil the breach: our consultant acted as UK Head of HR for five months. The requirement was to fill the role on a part-time basis and this is what we did – in this case for around three days a week. Our client is growing fast, both by acquisition and focused organic growth, so the interim support we provided was a busy time.

Our consultant managed the HR function across the group providing the full range of HR support to line managers. Day-to-day work involved advice on the HR staples, including disciplinary matters, sickness absence and poor performance. Other activities undertaken by our consultant included running training workshops on coaching skills and managing difficult people issues. There was also an annual pay review and review of flexible benefits. So those were the bread and butter activities.

The icing on the cake, however, were the major projects for which our consultant managed the HR issues. These included two acquisitions to the Group in respectively Edinburgh and Cardiff, as well as the relocation of a dozen staff from one location to another, 60 miles apart. The two acquisitions involved some 70 staff each, who transferred to our client under TUPE.

One of the key strengths of Blue Star Human Resources is the quality and professionalism of its team. We have the ability to draw on exceptionally widely experienced and qualified professionals. This means we are well placed to support clients by filling their HR roles on an interim basis – or indeed we can recruit and select the best fit people for your vacancies.

Interim or long-term HR requirement, you know what you have to do - Just Ask!