EXEC CAPITAL

https://www.execcapital.co.uk/job/director-of-global-human-resources/

Director of Global Human Resources

Hiring organization
Exec Capital

Employment Type
Full-time

Beginning of employment
1st August 2025

Duration of employment
Perm

Industry
Engineering

Job Location
London, South East, United Kingdom

Working Hours
9-5

Base Salary
£ 90,000 - £ 105,000

Date posted
June 8, 2025

Valid through
31.07.2025

Description

Job Title: Director of Global Human Resources
Location: Hybrid / Global (Flexible working hours to support a distributed team)
Reports to: SVP of People & Culture
Team: People & Culture

Position Overview

The **Director of Global HR** plays a pivotal role in ensuring the seamless and efficient operation of core human resources functions across a fully remote, globally distributed workforce. This role is responsible for delivering an exceptional employee experience from onboarding to offboarding—and every moment in between—while acting as a trusted advisor to staff, contractors, and leaders at every level of the organization.

Reporting to the **SVP of People & Culture**, and working in close collaboration with **Talent Acquisition**, **Learning & Development**, and **Compliance**, the successful candidate will bring a global mindset, strategic vision, and practical expertise to continuously enhance people operations.

This role requires someone who is proactive, adaptable, solutions-oriented, and business-minded—someone who thrives in ambiguity, embraces complexity, and is passionate about delivering seamless, high-impact HR services to a diverse, international team.

Responsibilities

Key Responsibilities

- Lead all core global HR operations, including onboarding, offboarding, HRIS management, benefits administration, compensation processes, and employee relations.
- Partner with leaders and managers across all regions to support team effectiveness, performance, and engagement.
- Ensure global compliance with employment laws and regulations while aligning HR practices to local and regional standards.
- Support employee lifecycle processes and drive improvements that enhance the remote-first experience.
- Oversee contractor and employment agreements in coordination with legal and finance teams.
- Lead and support employee relations, conflict resolution, and performance management with integrity and discretion.

- Analyze HR metrics and workforce data to inform decisions and provide strategic insights to leadership.
- Mentor and manage HR team members, fostering a high-performance, service-oriented culture.
- Champion DEI initiatives and contribute to broader people strategies including workforce planning, development, and retention.

Qualifications

Qualifications & Experience

- 10+ years of progressive HR experience, including leadership roles in global or remote-first environments.
- Demonstrated experience overseeing HR operations across multiple regions (e.g., EMEA, APAC, LATAM, North America).
- Strong knowledge of international employment law and global HR compliance requirements.
- Excellent communication and stakeholder management skills; able to partner across all levels of the business.
- Proven ability to lead through ambiguity and change, with a pragmatic, solution-focused mindset.
- Comfortable with modern HRIS systems and remote work collaboration tools.
- Strong coaching, mentoring, and people leadership capabilities.

Preferred Qualifications

- Professional HR certification (e.g., SHRM-SCP, CIPD, PHR/SPHR, or international equivalent).
- Experience in high-growth, technology-driven, or mission-led organizations.
- Multilingual skills or international HR project experience a plus.

Job Benefits

What’s Offered

- Hybrid work model with a globally distributed team
- Flexible working arrangements
- Collaborative and inclusive workplace culture
- Opportunity to shape global HR strategy in a high-impact leadership role

Contacts
Exec Capital are a leading HR Director Recruitment Boutique