

<https://www.execcapital.co.uk/job/hr-director-london/>

HR Director – London

Description

Location: London, UK

Company Type: Manned Guarding / Security Services

Salary: Competitive + Bonus + Benefits

Reports to: Managing Director / CEO

Team: HR Manager, HR Officers, Compliance Admin

Company Overview

We are a leading provider of manned guarding and integrated security solutions across London and the South East, with over 650 security professionals and a turnover of £25 million. As we continue to grow, we are seeking a commercially astute, compliance-driven **HR Director** to lead our people strategy, drive performance, and ensure full regulatory compliance in a highly regulated, 24/7 operational environment.

Responsibilities

Strategic Leadership

- Develop and execute the HR strategy aligned with business objectives and regulatory obligations.
- Act as a strategic advisor to the board and senior management on all workforce-related matters.
- Lead initiatives around workforce planning, diversity, retention, and succession.

Employee Relations & Engagement

- Oversee all employee relations matters including disciplinary, grievance, and performance issues.
- Champion a positive workforce culture in a dispersed, high-turnover, frontline environment.
- Implement engagement and communication strategies to boost morale and reduce attrition.

Compliance & Regulation

- Ensure full compliance with employment law, SIA regulations, TUPE, Working Time Directive, and GDPR.

Hiring organization

Exec Capital

Employment Type

Full-time

Beginning of employment

1st August 2025

Duration of employment

Perm

Industry

Security

Job Location

London, South East, United Kingdom

Working Hours

9-5

Base Salary

£ 95,000 - £ 105,000

Date posted

June 1, 2025

Valid through

31.07.2025

- Liaise with legal advisors, SIA, and industry bodies as necessary.
- Oversee right-to-work checks, vetting, and licensing for all frontline personnel.

Policies, Contracts & Systems

- Maintain and update HR policies, employee handbooks, and contracts in line with legal and operational needs.
- Ensure accurate HR records, data protection compliance, and reporting through HRIS systems.

Recruitment & Talent Management

- Oversee the recruitment of both operational and head office staff, ensuring quality and compliance.
- Work with Operations and Sales to forecast and plan resourcing for new contracts or expansions.
- Lead development, training, and upskilling initiatives across the business.

HR Operations & Metrics

- Manage the HR team and ensure timely delivery of onboarding, payroll input, absence management, etc.
- Track and report on HR KPIs: turnover, absence, training hours, ER cases, etc.
- Identify operational risks and implement improvement projects (e.g., reducing agency reliance, improving induction).

Qualifications

- Proven experience as a **senior HR leader** in the **security, facilities, or labour-intensive sector**.
- Deep understanding of employment law, HR best practice, and compliance in the UK.
- Strong background in managing TUPE transfers, large-scale onboarding, and ER casework.
- Experience in unionised or regulated environments is desirable.
- Excellent leadership, negotiation, and influencing skills.
- CIPD Level 7 or equivalent preferred.

Job Benefits

- Competitive salary + performance bonus
- Private healthcare and enhanced pension
- 25 days holiday + bank holidays
- Flexible working options (London HQ & site visits)
- Opportunity to shape people strategy at board level

Contacts

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