



<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**

Exec Capital are leading [HR Director Recruitment Boutique](#)