

**Role: HR Director**  
**Segment: Digital Healthcare**  
**Reports To: COO**  
**Location: London, UK**



## **Company**

HealthHero is part of the Marcol portfolio, a private equity firm with a 44-year track record, helping businesses grow and succeed internationally. Marcol holds a diversified investment portfolio with interest in several sectors, including health care.

HealthHero is building one of the largest digital health players in the world with a combination of buy-and-build and scale up of an existing portfolio through organic execution. While there are multiple small players with specific offering in digital health, we have established that there is a very significant opportunity to build a scale player that provides a holistic, integrated offering in virtual primary care. The market timing is compelling, and the need is pronounced across multiple segments- some we are present in and others we are entering through further acquisitions.

We are looking to build a high caliber team to deliver this plan.

## **Job Overview**

HealthHero's ambitions are naturally hugely dependent on our people. This role is critical in ensuring a world class people centric organization.

The HR Director reports to the COO and will plan, design, develop and implement human resource-related initiatives that support organizational strategic goals. While ensuring a smooth running of the People function, this individual would be a driving force in shaping the culture of the organisation.

As the growth plan involves acquisitions, the HR Director will also be responsible for ensuring smooth integration of teams as guided by the company's overall direction and plans.

The HR Director will provide strategic as well as tactical advice to the executive team on all HR matters.

## **Main Responsibilities and Duties**

- Developing and implementing HR initiatives in line with organisational objectives
- Talent acquisition, retention, and employee engagement
- Compensation and benefits
- Create a positive culture of performance, aligned with company values. Reinforce through engagement, team building and communications
- HR information systems (HRIS) and financial planning of the department
- Being accountable for the performance of the HR function

- Align, harmonise policies across the group to the extent it makes sense after accounting for regional and function specific variances
- Providing strategic counsel on all people matters
- Contributing to long-term goals around business and people development
- Developing company wellbeing, health and counselling policies
- Leading the analysis of employee feedback and data, with the aim of creating a better working environment and engaged culture
- Champion change initiatives getting buy-in from appropriate senior stakeholders.
- Ensure legal compliance is met in all HR activities.

### **Qualifications/Requirements**

- Bachelor's Degree required, Master's degree in business administration, human resources management, or even a law degree preferred
- CIPD qualification preferred

### **Previous experience**

- 10 plus years work experience with HR in high tech, corporate, digital environments
- 5 plus years leadership experience with building and managing dispersed/ international teams
- Proven experience of applying updated legislation to a variety of HR situations
- Familiarity of managing TUPE situations and able to counsel senior management on appropriate practice
- Evidence of having a passion for working with people and working beyond the confines of the job description
- Managed a fast pace of change in high growth settings involving post-merger integrations
- Strong experience in organisation design and re-aligning people with rigorously managed communications
- Acted as a key enabler or catalyst for a work culture that stands for great teamwork, passion, speed, and having lots of fun along the way!

### **Core abilities we'd expect from a successful candidate**

- Ability to be both hands on as well as strategic
- Ability to quickly establish credibility with senior stakeholders and influence change
- Demonstrates commercial acumen – partners with the business to deliver commercially focused people strategies and policies
- Outstanding communication skills – able to deliver bad news and keep things positive at the same time
- Proven organisation skills and ability to prioritise/ multi-task

To apply email [careers@healthhero.com](mailto:careers@healthhero.com)