



## **HR Business Partner / Senior HR Business Partner Role Description**

### **Who we are**

Global Inkjet Systems (GIS) is a leading developer and supplier of high-performance software, ink delivery systems, and drive electronics for digital print systems. Based in Edinburgh House in the St John's Innovation Park in North Cambridge, the Company currently employs about 65 people. We became part of Nano Dimension ([nano-di.com](https://www.nano-di.com)) in January 2022 and are now expanding.

### **What are we looking for**

We are looking for an intelligent and dynamic HR Business Partner (HRBP) or Senior HRBP with great people skills to be our first HR professional. We are not publishing a detailed Job Description: the right candidate will have at least 4 years' experience in HR Management and will therefore know what the role should involve. We want them to take the initiative to own and develop our HR capabilities, to review what we currently do, and then to lead on improving them for the benefit of everyone in the Company.

The right person for this role does need to have experience in recruitment, a working knowledge of employment law, and a natural and genuine interest in people. The business partnering aspect - supporting managers and advising the Executive Team - is key in a Company where formal HR issues are rare. Experience of working in smaller organisations would be highly valuable, as would experience in a company post-acquisition. And whilst the Company prides itself on being a welcoming organisation to all, we would like the HRBP to think about, advise on and champion Equality, Diversity and Inclusion.

Integrity and the ability to maintain confidentiality are essential.

This is expected to be a full time, or near full time, role averaging at least 28 hours a week over a minimum of 4 days. The Company has a mix of office based, hybrid and predominately work from home staff; office attendance currently averages 60% and – given the importance of personal interactions – we would expect the HRBP to typically be in the office 3 days a week. Within these expectations, there is a lot of flexibility to work hours to suit the individual and working hours can vary from week to week.

It goes without saying that GIS is an equal opportunities employer looking for the best people irrespective of background.

## **Why join us**

For the right person, this is an exciting chance to bring all your HRBP experience to bear, to shape and own the HR function of a dynamic Company that has always placed great importance on people and culture. Of course, job satisfaction does not pay the bills; GIS pays competitively and has an extensive benefits package that includes contributory pension, BUPA health insurance; life insurance; an Employee Assistance Programme; a Social Committee with regular Company funded events; a Charity Committee, also Company funded, and a Company funded kitchen with fruit, snacks and soft drinks. Part of your role will be to keep track of the Cambridge employment market to ensure our pay and benefits remain competitive.

## **Other things you might want to know**

GIS's HR Business Partner will be line managed by the Company's Chief Operating Officer but is expected to work directly with the CEO and all members of the Executive Team, where needed. Although a singleton role, you will be able to draw on support from the Company's Business Support Team (BST) for some HR Administration, an external legal firm if required for specialist legal advice, and Nano Dimensions' Global VP of HR, based in Israel, whenever they can help.

GIS currently uses EDays for leave and sickness tracking, administered by the BST; one of the early tasks for the HRBP will be to investigate and advise on the possible adoption of the HiBob Cloud based HR suite, being made available now we are part of Nano Dimension.