

Kendall
Kingscott

Career Opportunity

HR Generalist /
Administrator



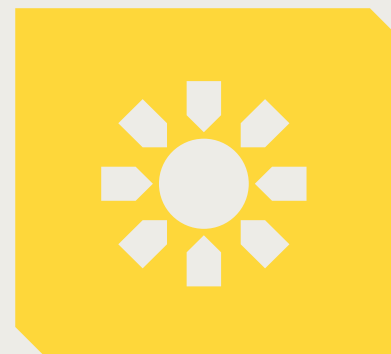
An amazing opportunity awaits...

Kendall Kingscott is unique.

We strike the perfect balance between large corporates and smaller, individual entities, bringing the positives of both.

We can operate with agility while providing the stability and experience expected of a 60-year established business.

We've spent the past three years carefully crafting our strategic business plan, all while experiencing excellent growth and culminating in the launch of our new brand in 2023. Our blueprint – *The Modern Way* – is about putting social purpose at the core of everything we do, creating an environment where people can thrive, and our business succeeds.



8.9%

**staff turnover,
compared to national
average of 15%**

KK is a place where careers flourish. Our statistics speak for themselves: low staff turnover, countless success stories of career progression, impressive training success rates and sustainable repeat business. Our innovative remuneration packages prioritise health and wellbeing. We're seeking dynamic individuals to join us on our ambitious journey.

Making a difference since 1962

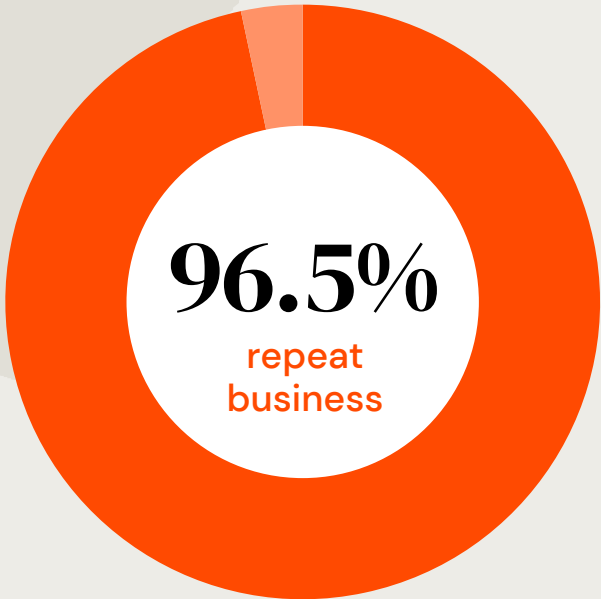
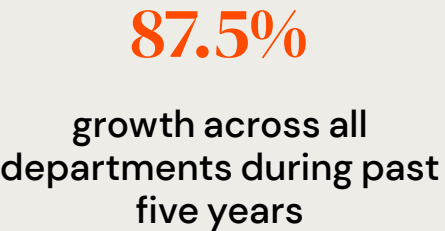
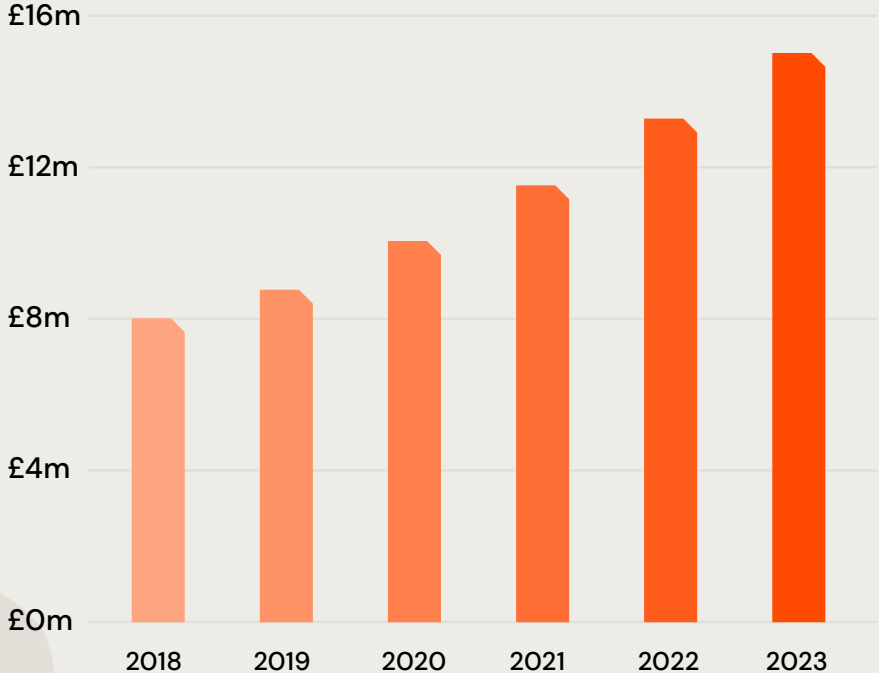
Our 60-year journey has been one of organic evolution.

It's guided us to where we are today –
**an inter-disciplinary construction
consultancy** operating collaboratively
with outstanding results.

Our strategy has provided the foundations
for the strongest period of growth in the
company's history. Yet our new plan is
only just beginning.

Our clients like to work with us and our
unique, holistic approach.

We curate the perfect team for each
project, either as individual disciplines
or fully integrated solutions under one
umbrella. We call it **1 Team**.



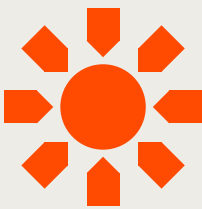
The three principles that guide us



Collaborate



Cultivate



Contribute

Be part of a great team

1Team provides the framework to take our projects to new heights. We go **beyond expectations** within a positive, collaborative team environment.

Experience the difference: an unrivalled service, promoting positive energy with positive outcomes.



Delivering great projects



And working with a developing portfolio of clients

20+ years

Logos of clients with 20+ years of partnership:

- Avon & Somerset Constabulary
- the guinness partnership
- NHS North Bristol NHS Trust
- Royal Mail
- Wessex Water YTL GROUP
- UNIVERSITY OF BATH
- BRISTOL CITY COUNCIL
- ALDI
- Interserve
- SOAS University of London
- MARLBOROUGH COLLEGE
- Brunel University London
- University of Reading
- DORSET POLICE
- CREST NICHOLSON
- SOVEREIGN
- CORNWALL COUNCIL one and all • oen hag oll
- South Western Ambulance Service NHS Foundation Trust
- Nuffield Health
- Environment Agency
- NHS Property Services
- Sanctuary
- Places for People
- SOMERSET County Council
- BCP Council
- Bellway
- Circle Health Group

5-10 years

Logos of clients with 5-10 years of partnership:

- mace
- UNIVERSITY OF PLYMOUTH
- National Oceanography Centre
- Wiltshire Council
- Exeter City Council
- bam
- WILLMOTT DIXON
- CARDIFF UNIVERSITY PRIFYSGOL CAERDYDD
- SCIENCE MUSEUM
- LONDON METROPOLITAN UNIVERSITY
- UNIVERSITY OF WINCHESTER
- NHS Salisbury NHS Foundation Trust
- KING'S College LONDON
- University of Exeter
- ETON COLLEGE
- Lifeboats
- Dŵr Cymru Welsh Water
- UCL
- Harrods
- SPAR
- University Hospitals Dorset NHS Foundation Trust
- HOTEL Chocolat.

10-20 years

1-5 years

An environment where people flourish...

As we step into the next decade, we are committing to and building on the visions of those before us. Our goal is to be a **net zero operation by 2028**.

Continuing to empower our staff to flourish and exceed expectations on every level. Dedicated to service, high standards and a positive impact on society and the planet.

Integrity

We work with respect, pride and transparency. We take shared ownership of projects and are proud of what our company name represents.



Nurturing

This is a place for every person at every level. We support each individual regardless of background or ambitions. We're nurturing a safe, open environment that encourages organic development.



Humility

We let our work do the talking. No egos, no prima donnas – just a committed team who relish a challenge and work together for the best results.



Impact-driven

Our work has a direct impact on society, our industry, and the built and natural worlds. Ensuring this impact is positive drives our decision-making.



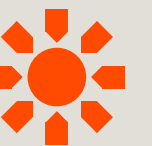
People-centric

Our success is built on our long-term relationships. We genuinely care about our clients and each other.



Progressive

We're always looking to evolve to be a better version of ourselves.



The KK Way ...it's in our DNA

The KK Way is at the heart of our business, supporting our people to cultivate their academic, professional and business expertise to be their authentic best.

Comprised of **8 key themes**, The KK Way provides the framework which underpins our guiding principles.



Opportunities for all

This is a place for every person at every level. We support each individual regardless of background or ambitions.

KK Academy

Lifelong Learning

Leadership & Management

Defining Your Own Path

Going beyond

We provide the cultural and technical breeding ground for our people to excel in a purpose-driven environment.

Social Value

Cross-discipline Learning

Technical Excellence

Unrivalled Client Care

But it's not all work, work, work...



Market leading innovative benefits that support your wellbeing & grow with you

Health and wellness options

Our Health and Wellness benefits programme is driven by our business purpose that gives you access to a host of options that increase with length of service. At every level, our Employee Assistance Programme provides a 24-hour confidential helpline and we also offer discounted gym membership / sports equipment, free eye-tests and regular seminars that cover a range of wellbeing topics, including mental health. Where Private Medical Insurance is offered, it gives the added protection of your immediate family members. After a period, you'll benefit from voluntary health screening, regardless of level.



Insurance against unfortunate events

All staff benefit from a life assurance protection policy at four times annual salary to a nominated beneficiary. We also offer income protection insurance at some levels.



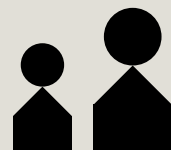
The KK Way

You will never stand still at KK. Staff have the opportunity to study and continue to develop with us. We have highly successful training programmes at all levels including our Academy. For aspiring leaders, we have developed an excellent Leadership & Management Programme that will ease the transition into management roles. We give generous paid study leave benefits, training allowances and professional subscriptions are paid for all staff.



Social workers

At KK we work hard, and play hard too. We hold regular company subsidised social events that could see you enjoying sea or river cruises, taking in air displays, sporting events or just kicking back with a few tipples at our local haunt.



Incentivising sustainable forms of travel that will benefit you

Our business is aspiring to be Net Zero by 2028. That's why we provide the opportunity to lease an electric vehicle via the company's EV Salary Exchange Scheme (subject to qualifying conditions) – offering an affordable and tax efficient way to do your bit for the planet. If a vehicle is not your thing, you can also procure a bicycle for commuting via the company's Cycle to Work Scheme by salary exchange which also has tax efficiencies.



And there's more...

Work, life harmony sits at the heart of our business

We want our people to work to their best ability and recognise the importance of a fruitful life outside of work is key to this. That's why we offer market-leading annual leave options that increase with length of service, innovative training programmes that promote harmony in your work, life experiences, and an agile and hybrid working policy that strikes a balance between our clients, you and the business.



A little thank-you for your commitment to KK

If you, like many others, enjoy working at KK, you will be rewarded with a combination of enhanced benefits over time. Enhanced holiday allowances, increased pension contributions, health and wellbeing benefits, as well as one-off celebratory holiday(s) and vouchers that increase with number of years served.



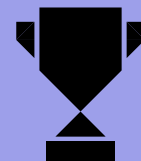
Grand offers

Some extra cash for your Piggy Bank. We'll give you up to £1,000 bonus if, like yourself, you know someone who might be great addition to the KK Team.



Reward

Our salaries are very competitive, reviewed annually, and include a company wide annual bonus if we've done well. We cover company travel and offer daily subsistence allowances for staff on the move.



Team working

Whoever your team is, at KK you'll only have 1 Team – a winner every time. Our team approach is central to our ethos and ability to provide an outstanding service to our clients. Never feel alone again!



Giving back

We support a number of charities and hold regular fund raising events across the company. Whether its baking cakes, partaking in our Tour de-Four cycle event, hiking across the Jurassic Coast path, midnight walks, there's always something to look forward to.



The role:

HR Generalist / Administrator

Embark on a rewarding journey where your organisational skills and eye for detail will make a meaningful impact in supporting our awesome team!

We are looking for a skilled and motivated individual to become part of our dynamic HR Team, contributing to all aspects of the employee life-cycle in a generalist role.

Our focus on communicating, collaborating and cultivating which aligns seamlessly with a role in HR. This is a fantastic opportunity for an experienced administrator to join us to help bring our vision to life, turning KK into a thriving space for everyone.

Job description:

Team role

- Working closely and supported by an amazing, talented team with diverse skills, you will collaborate with various departments across the company to create an optimal work environment.
- You will be expected to progress your own workload and to be confident speaking with all levels of staff (from Directors to apprentices) face to face and by Teams/telephone.

Individual duties

- Managing the whole recruitment, ie posting job advertisements, shortlisting, liaising with hiring managers, arranging interviews, communicating with both successful and unsuccessful applicants, making job offers, requesting references for successful applicants, arranging DBS checks.
- Monitoring employee probationary periods, supporting line managers to manage probationary periods effectively, and ensuring that documentation related to the management of probationary periods is duly completed.
- Maintain and update the employee profiles and HR systems ensuring personnel records are accurate and up to date including holiday allocations and absence management.
- Managing the new starters' and leavers' processes and procedures.
- Co-ordinating personal development reviews including liaison with line managers to ensure that meetings are held and documented.
- Monitoring and organising staff learning and development activities whether it's structured training of the KK Academy, lifelong learning, leadership training or technical excellence.
- Drafting and updating HR policies and procedures.

- Monitoring work anniversaries and co-ordinating loyalty awards.
- Advising line managers on HR issues and queries.
- Monitoring and responding to HR mailbox or escalating as required.
- General administrative tasks, eg managing flexible working applications.

Skills and requirements

- Proven experience of working as an HR Administrator / Assistant.
- A good understanding of HR processes.
- CIPD qualification is preferred but not essential.
- Strong interpersonal and communication skills.
- Excellent attention to detail and the ability to prioritise tasks.
- Ability to handle highly confidential information with integrity.
- Ability to remain calm under pressure.
- A positive attitude and eagerness to learn.
- To be flexible and adaptable to the needs of the business.
- Ability to work without close supervision and take own initiative.
- Experience of using a HR software platform preferred.

Knowledge of

- Competent with the full Microsoft Office Suite.
- Basic employment law.

So why apply for a career at KK?

1

Inspiring environment with purpose driven business ethos that creates conditions for people to thrive.

2

Market leading benefits that increase with length of service, and promote a healthy work, life blend.

3

Sustainable growth strategy that retains both small-company team agility with the safety net and opportunities of a larger corporate entity.

4

Long-standing, **supportive cultural and formal training models** at the epicentre of our business, The KK Way.

5

Incredible statistics – high staff retention, training success, repeat business and more.

6

It's a great place to work, full of inspiring, supportive, individuals focussed on upholding the KK 1 Team ethos for a common goal, delivering interesting projects for high profile clients.

Ready to apply?

To apply for this exciting opportunity, please contact us with a covering letter and CV at careers@kendallkingscott.co.uk. We look forward to hearing from you!

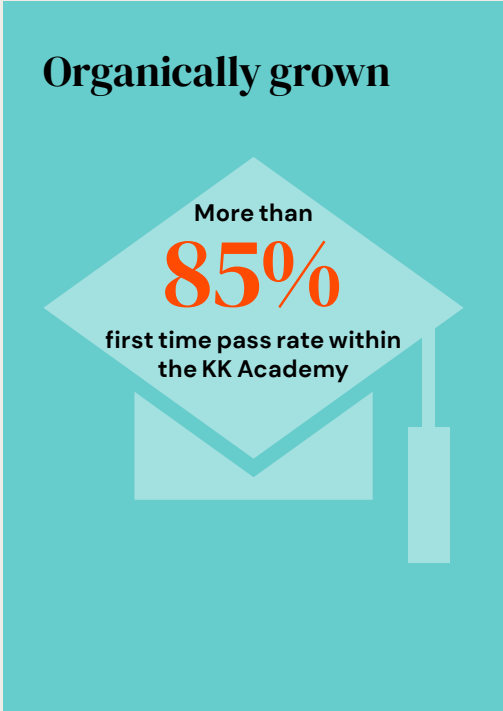
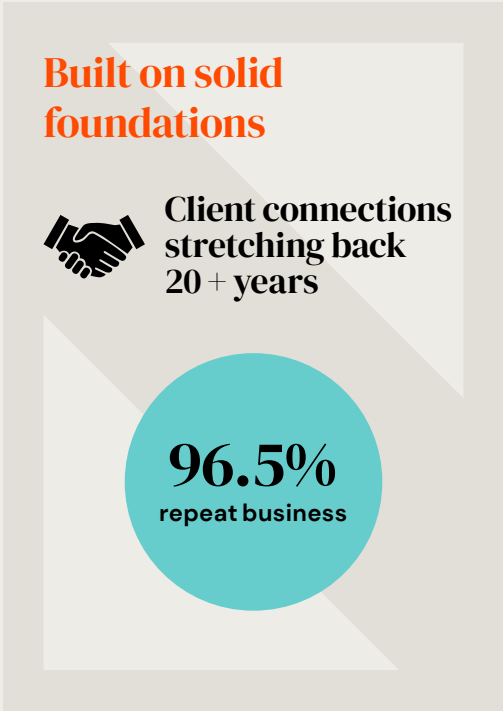
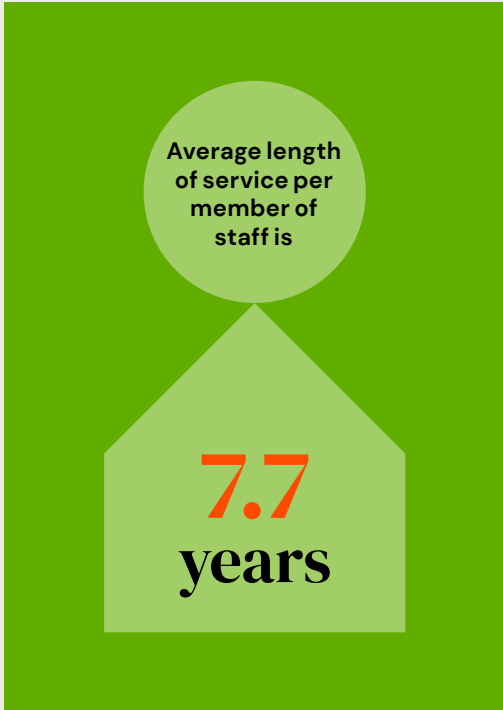
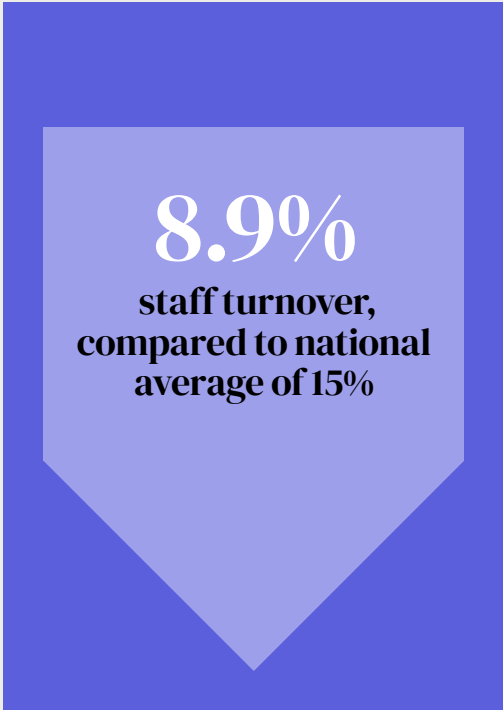
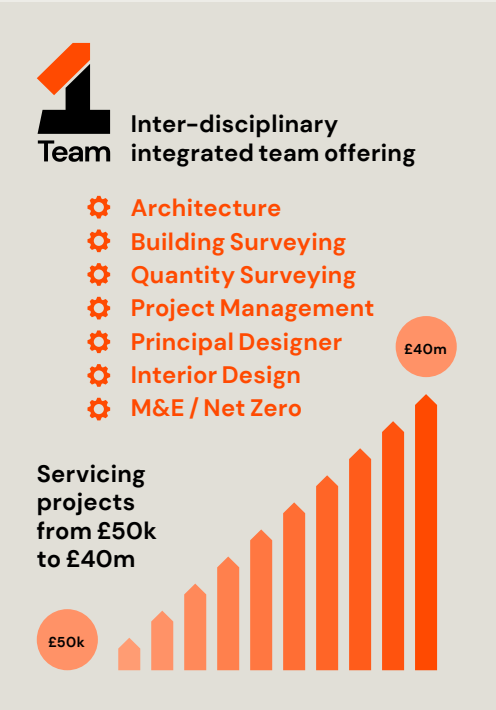


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