



Redemption Roasters are on a mission to reduce reoffending rates through coffee.

We believe exceptional coffee can come from people and places you wouldn't expect; at our roastery in HMP The Mount, we train offenders in coffee industry skills with the aim of reducing reoffending in the UK. Upon release, we help our graduates find work in our own coffee shops, or within our network.

As a social enterprise, we think differently to other specialty coffee companies; we strive for profit in order to achieve our purpose. Every member of the Redemption Roasters team has a role to play in achieving that purpose; *to challenge perceptions and change lives through speciality coffee.*

We are looking for a People Manager.

In this role, you'll be responsible for everything people and making working at Redemption a great experience. Our ambitious expansion plans means our headcount is rising quickly and you'll need to adapt fast. This is a key job and you'll report to the Directors. The role would suit someone who is a real people person and gets satisfaction from seeing people succeed.

The role is based at our offices in Bloomsbury (soon to be King's Cross). We require office attendance five days per week; this is not a remote job.

This is a really exciting time to be joining Redemption. In the next 6 months, we are opening up to three new coffee shops, a new HQ and a second out-of-prison training centre. We are also working with more ex-offenders and other beneficiaries than ever before.

You can learn more about us on Instagram @RedemptionRoasters and at <https://www.redemptionroasters.com/>

Your responsibilities will include:

- Overall responsibility for the employee lifecycle at Redemption and ensuring Redemption is a great place to work
- Recruitment assistance: talent acquisition, assessments, on-boarding, and inductions
- Providing first-line support and assistance to managers on any people-related issues
- Overseeing employee relations: disciplinaries, grievance, mediation, performance monitoring and redundancy
- Driving learning and personal development



- Promoting retention
- Work with our our Education team to support and facilitate our beneficiary programs
- Administration of payroll
- Maintaining the benefits program
- Constantly improving and updating HR systems, processes and policies
- Monitoring and providing advice on relevant legislation, compliance and best practice
- Liaising with external advisors when handling more complex HR matters
- Regular reporting and making recommendations to management and Directors
- Inspiring people to abide by the Redemption Company Values and Expected Behaviours

The ideal candidate will demonstrate:

- A degree or equivalent (desirable)
- CIPD qualifications
- At least 5 years' experience as an HR generalist; experience at a hospitality organisation is highly desirable
- People skills
- A proactive approach to HR
- The ability to inspire and motivate a diverse team
- A developed understanding of employment law
- The ability to adapt in growing organisations
- Discretion
- Enthusiasm for, and understanding of, our corporate social impact objectives



At Redemption, you'll receive:

- The opportunity to impact people's lives through our social mission of helping ex-offenders back into work and learning skills
- Competitive salary and benefits
- 28 days holiday per annum (including public holidays)
- Free coffee and tea at all our cafes
- 50% staff discount on bags of coffee in our cafes and online
- Free gym membership
- Departmental dinners twice per year
- Company-wide socials every two months
- 1x Christmas and 1x Summer party
- 3 professional development days allowance per year
- SCA training opportunities
- Discretionary bonuses
- Cycle to work scheme

Equality and diversity.

Redemption Roasters is an international and multicultural business with customers, suppliers, and employees from across the globe. Fostering diversity in the workplace is both right and good for business. Gender, belief, ethnicity, origins, disability, sexual orientation, marital status, age or history of incarceration doesn't matter. If you perform, you'll fit in, whoever you are. We welcome applications from people with backgrounds traditionally underrepresented in the speciality coffee industry.



How to apply.

To apply for this role, complete our application form here:

<https://form.jotformeu.com/203513136942349>

Applications will be reviewed and processed on an ongoing basis. We will not wait for the deadline to progress candidates. So, we encourage you to apply as soon as possible.

Due to the volume of applications we typically receive, we are unable to respond to candidates who are unsuccessful at the initial application stage.