



Livingston James



Peter Vardy
MOBILITY FOR EVERYONE

POSITION PROFILE

Chief People Officer



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Launched in 2006, Peter Vardy Group is a family run, young and dynamic automotive business operating across Scotland. Our Retail business has 15 physical dealerships, and we are proud to represent exceptional marques such as Porsche, Jaguar, Land Rover, BMW and MINI. CARZ is our own brand of used car supermarkets, currently located in Aberdeen, Dundee, Edinburgh, Glasgow, Grangemouth, Kirkcaldy, Motherwell and Perth. Peter Vardy Prestige and Performance, our power and performance dealership, located in Edinburgh showcases some of the most iconic cars in recent history. In 2020 we opened our new state-of-the-art head office, Vardy Central which is home to our Digital Sales Division and our central support functions. The Peter Vardy Group has ambitious growth plans in the UK and internationally.

Also part of the Peter Vardy Group are our digital businesses. CarMoney the online finance broker who work with some of the biggest names in the industry.

Our aim is to be the Best Place to Work and the Best Place to Buy, with us winning awards in both areas in recent years. Following the Covid Pandemic it has never been more important to look after our colleagues with our focus being on their Mental, Physical, Financial and Spiritual Wellbeing. Each one of our 1100 colleagues are given a Mental Health MOT and access to fully qualified team of counsellors. We are also ambitious to build strong capability across the organisation and ensure we enable every colleague to realise their full potential. This year sees the launch of Net Better Off for our colleagues, with access to a range of benefits which are chosen by them to meet the needs of their lifestyles.

As part of our 2030 strategy, our renewed vision is to be a provider of mobility solutions for everyone. Not everyone wants to own a car, so we want to be the automotive retailer who offers consumers what they want, whether that is through subscription car programs, leasing or car sharing... We will continue to be the business which gets people from A to B providing true **Mobility for Everyone!**

Our Values

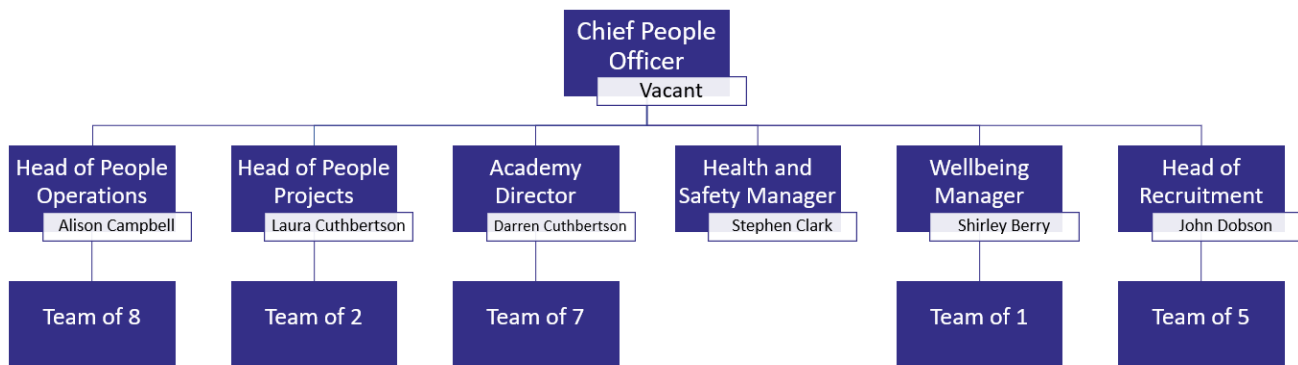
We believe a company's ethos and character is determined by the values, characteristics and principles that they set. For us, our attitudes, our customers, our ideas and how we approach business define us - these embody the characteristics by which we live and breathe.

- AUDACITY:** Be willing to take bold risks
- UNITY:** Together we need to be united
- GENEROSITY:** Seek to give back to those around you
- HUMILITY:** Think of yourself less and others more
- TENACITY:** Never give up



Job Title: Chief People Officer
Reports to: CEO
Location: Euro Central

The purpose of the role is to facilitate making Peter Vardy Group the best place to work through the development and delivery of a world class People Strategy, enabling delivery of the group objectives. The role involves leadership of the People functions, namely, Recruitment, the Training Academy, H&S and the Wellbeing Team. An accomplished and experienced HR Director, the successful candidate will be responsible for overseeing a proactive and customer-focused HR service. This will encompass the development of comprehensive people and learning strategies to support the delivery of Peter Vardy Group's strategic aims.



Key Priorities

- Ensure the company has a forward thinking and progressive People Strategy
- As part of the Executive Board, contribute to the overall Group 2030 Strategy
- Lead the People, Resourcing, Projects, Academy, H&S and Wellbeing Teams
- Employee Value Proposition (Net Better Off) – Research best practice, design and implement across the PV Group
- Developing and delivering people policies and programmes
- Oversee the Health Safety and Well-being of all colleagues
- Ensure industry leading Sales and After Sales Processes are developed and implemented across the Group
- Develop and deliver the pipeline of talent required to underpin the Group 2030 Strategy
- Manage the People Team budget



Key Responsibilities

- Design and implement the Group people strategy, enabling the business to deliver its strategic objectives
- Identify key metrics that will monitor our HR performance and identify issues or areas of opportunity. Provide regular reports back to Main Board
- Evolvement of HR function to positively question, challenge and coach key stakeholders to help improve business efficiency and get to the root cause of people and business issues
- Ensure the active promotion of equality, diversity, and ultimately an environment where everyone is treated with courtesy and respect
- Develop a proactive and customer-centric service, through alignment with professional CIPD standards and continuous improvement methodology
- Ensure the HR function is viewed as an “enabler” and one that adds value to the wider business
- Continually review and update HR policies, procedures and systems, ensuring efficient and consistent services which are compliant with all legal requirements, and meet the changing needs of Peter Vardy Group
- Ensure that effective HR governance is in place for management information, data security, systems integrity, business planning, risk management and business continuity planning
- Manage consultation with employees on changes/restructures to the organisation or to their individual terms and conditions





The successful candidate will be able to demonstrate a proven track record of leading a team, developing and delivering, commercially focused people strategy ideally in a retail environment. This role requires an individual who is focused on quality, innovative, be a solutions enabler, who has a robust work ethic and a genuinely high level of personal and professional integrity.

Key Skills and Experience

- Extensive Senior HR experience – preferably in a retail environment
- Consistent achievement in leadership of HR strategy, planning, implementation and control, at executive level
- Expertise in Change Management, Aligning the People Strategy with the Business Strategy
- Experience of leading in an operational position, bringing a commercial outlook to the role
- In-depth employment law knowledge
- Excellent technical human resources skills
- Ability to identify and drive financial and operational improvements
- Previous accountability for the creation of policy and strategy – and the subsequent implementation of action plans
- People-centric, able to support business objectives, combined with a practical and hands-on approach to implementation
- A good understanding of cultures and challenges which exist and arise in a multi-site and customer-focused organisation
- Experience of successfully driving organisational change from inception through to conclusion
- Demonstrable commitment to the promotion of equality and diversity in both employment and service delivery, demonstrating personal leadership

Personal Attributes

- Strong communication skills
- Commercial acumen
- Analytical and able to analyse and interpret data
- Ability to remain calm in stressful situations and resolve conflict
- A self-starter, able to take the initiative and push initiatives forward but also highly consultative and comfortable working closely with senior management
- The maturity, credibility and well-developed interpersonal skills to form relationships with a wide range of colleagues
- Persuasion, tact and diplomacy
- Gravitas and integrity – prepared to express honest views and opinion
- Excellent written and verbal communication skills
- Extremely high attention to detail and ability to drive accuracy to tight deadlines
- Strong personal resilience able to perform under pressure



An attractive package is on offer commensurate with background and experience required for the role.

For more information on remuneration please contact Ali Shaw at Livingston James.

Contact details are as follows;
T: 07915 028310 or E: alishaw@livingstonjames.com



The Recruitment Process

First stage interviews will be conducted by retained consultant, Ali Shaw of Livingston James. Selected professionals will then be presented to Peter Vardy Group for consideration.

Shortlisted candidates will be invited to interview with selected stakeholders within Peter Vardy Group. Subsequent stages will be communicated by Livingston James throughout the process. Please be advised psychometric assessment may be utilised for this appointment.

All third-party applications, enquiries and direct approaches to the company will be referred to Livingston James.

