

Job title	Head of People	Reporting to	Managing Director
Location	CASCO Pet HQ, UK (Horsham, West Sussex)	Position type	Full-time/Permanent/Hybrid role 9am - 5.30pm
The Company			
<p>Casco Pet is a global leader in the pet industry, dedicated to enhancing the lives of pets and their owners. With a reputation for innovation, quality, and sustainability, CASCO Pet is entering an exciting phase of growth and transformation. To support this journey, we are seeking an experienced and visionary Head of People to join the team and shape our people strategy from the ground up.</p>			
Job Description			
<p>This is a brand-new, high-impact role where you'll have the opportunity to build CASCO Pet's People function. As Head of People, you'll work closely with the senior leadership team to develop and implement a comprehensive people strategy aligned with the company's global ambitions.</p>			
Key accountabilities - main areas of responsibility			
<ul style="list-style-type: none"> • People Strategy: Design and implement a forward-thinking People strategy that supports CASCO Pet's growth, culture, and business objectives • Organisational Development: Build frameworks for talent acquisition, employee engagement, and career development, ensuring the company attracts, retains, and develops top talent • Leadership Support: Partner with senior leaders in each country to provide strategic guidance on people-related matters, fostering a high-performing and inclusive culture • Policy Development: Create and implement People policies and procedures that align with global best practices and local compliance requirements • Employee Experience: Drive initiatives to enhance employee well-being, engagement, and satisfaction across all levels of the organisation • Global Collaboration: Work across multiple regions to ensure a cohesive people strategy while respecting local cultures and regulations • Employment Legislation: Have knowledge of employment legislation globally to ensure procedures can be adapted locally • International Travel: Engage with teams and stakeholders globally, ensuring alignment and fostering relationships in key markets 			
Contacts - External		Contacts - Internal	
<ul style="list-style-type: none"> • Suppliers • Legal Advisors 		<ul style="list-style-type: none"> • Senior Management team • CASCO Pet Entities in Portugal, USA, Germany, Australia 	
Role Related Expertise required			
Qualifications/Experience			
<ul style="list-style-type: none"> • Experience in senior People roles, with a track record of building and leading people functions in a global, fast-paced environment • CIPD qualification or equivalent • Outstanding level of confidentiality required 			

Required Skills

- **Strategic Vision:** A deep understanding of building a people strategy, organisational development, and change management
- **Leadership:** Strong leadership skills with the ability to inspire, influence and hold people to account at all levels
- **Cultural Awareness:** Experience working across international markets and a sensitivity to cultural diversity
- **Hands-On Approach:** Comfortable rolling up your sleeves to build processes, frameworks, and systems from scratch
- **Communication:** Excellent communication and interpersonal skills, with the ability to engage and build trust with a wide range of stakeholders
- **Passion:** A genuine passion for creating exceptional workplaces and empowering teams to thrive

Incentive Scheme

- Competitive salary starting at £90,000+
- 25 days holiday per annum plus bank holidays
- Family Private Health Cover
- Company pension contribution of 6% of your gross salary
- Company bonus subject to the business achieving annual target
- Bring your pet to work scheme