

Job Title: SVP People & Internal Comms (CPO level role)

Location:	Operations in Durham, Sedgefield and Cambridge. Role is Cambridge based, travel to all sites is necessary to be effective in the role.
Reports to:	CEO
Company Size:	~350 employees
Job level:	6b, member of the Executive Management team
Salary range:	£160 – 180k (depending on experience)
Package includes:	40% bonus (company and personal targets), share options, PMI, 7.5% Employer pension contribution

About Us

We're a fast-growing semiconductor company on a mission to empower innovation that bridges our physical and digital worlds, for a sustainable future. We are revolutionising semiconductor manufacturing and are set to become the UK's largest semiconductor manufacturer by wafer volume by the end of 2025. With 350+ talented team members, mainly UK based with a small number of US, China and European based EOR people, we're scaling rapidly and building a culture that empowers innovation, collaboration, and impact.

Role Overview

As SVP People and Internal Comms, you will be a key member of the executive leadership team, responsible for shaping and executing our people strategy to support rapid growth and organisational excellence. You'll lead all aspects of People & Culture, including talent acquisition, employee experience, organisational development, DEI, and internal communications. This is a strategic role for a leader who thrives in dynamic environments and can balance long-term vision with hands-on execution.

Key Responsibilities

- **Strategic Leadership:**
 - Develop and deliver a compelling people strategy aligned with business goals and scaling needs.
 - Serve as a trusted advisor to the CEO and leadership team on organisational design, workforce planning, and culture.
 - Partner with the CEO and Executive team to drive transformation and high performance.
 - Present to the Board of Directors as needed.
 - Prepare Remcom papers, engaging regularly with the Chair and committee on Executive remuneration and Companywide Reward matters
- **Talent Acquisition & Retention:**
 - Build scalable recruitment processes to attract top talent globally.
 - Drive initiatives to improve retention, engagement, and career development.
- **Culture & Employee Experience:**
 - Foster a high-performance, inclusive culture that reflects our values.
 - Champion DEI, lead wellbeing initiatives and foster a psychologically safe environment
 - Oversee employee engagement programs, recognition, and feedback loops.
 - Partner with leadership to deliver clear, transparent communication across the organisation.
- **Organisational Development:**
 - Implement learning and development programs to upskill leaders and teams.
 - Lead talent reviews, succession planning and leadership development initiatives.
- **Operational Excellence:**
 - Oversee the full colleague lifecycle (attract, recruit, onboarding, development, reward, engage, retain)
 - Shape reward strategies to ensure competitive and equitable compensation structures.
 - Optimise benefits and perks to support employee well-being.
 - Maintain compliance with employment laws and employment regulations across regions.
 - Develop policies and frameworks that scale with the business.
- **Team Leadership:**
 - Lead, coach and develop 3 direct reports (x2 People Directors, x1 Senior People Operations Manager). Whole team of 10.

What We're Looking For

- Proven experience as a senior People leader in a high-growth tech or scale-up environment.
 - Track record of building and scaling People functions from 350 to 800+ employees.
 - Strong understanding of global employment practices and compliance.
 - Solid understanding of employment law, organisational development and change management, with the ability to lead transformation initiatives
 - Exceptional leadership, communication, and influencing skills.
 - Experience engaging, presenting and influencing at Board of director level is a plus
 - Proven ability to manage large budgets, align reward strategies with organisational goals and deliver corporate objectives.
 - Skilled in HR systems and data analytics, with a commitment to innovation, AI and ongoing professional development
 - Ability to balance strategic thinking with operational execution.
 - Passion for building inclusive, high-performing cultures.
 - Experience of representing the company at external events
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Why Join Us?

- Opportunity to shape the future of a fast-growing tech company.
- Collaborative, innovative, and mission-driven environment.
- Competitive compensation, share options, and benefits package.