

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

Location: Operations in Durham, Sedgefield and Cambridge. Role is ideally Cambridge based with the option of hybrid working. Some 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

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.