

### Introduction

Here at MSI Reproductive Choices UK we are proud to be a social enterprise that is changing the world for the better, MSI Reproductive Choices UK is best known for its abortion services which help up to 70,000 clients a year globally.

Our UK network of welcoming clinics and local community services, together with a 24-hour confidential helpline work to provide high quality, safe, accessible, and compassionate advice, care and support for the people who need our services. 95% of our services are commissioned by the NHS. The remaining 5% are self-funding or supported by use of charitable funds.

We're proud to be champions for reproductive choice and we are looking for people to join our committed teams of both clinical and non-clinical colleagues. We want individuals who believe in our mission and who can clearly describe how and why they feel that what MSI Reproductive Choices UK does is important.

To achieve this, every candidate is given the opportunity to provide their thoughts and opinions on our mission statement in the online application form. We only consider applications from candidates who are aligned with MSI Reproductive Choices UK mission and vision. For this reason, only **fully pro-choice candidates** will be considered for any role within MSI.

Please note this role will be subject to full pre-employment background checks which may include, but is not limited to employment references, right to work verification, adverse financial checks, basic criminal record checks and risk database screening checks.

### Key Skills

**To perform this role, it is essential that you have the following skills:**

- Ability to work in a diverse and inclusive environment, respecting and collaborating with all individuals equally, and with a commitment to overcome bias and prejudice
- Experience in delivering excellent HR Advisory support to a high performing team
- Experience in advising line managers in Employee Relations cases
- Experience of co-ordinating complicated Employee Relations administration
- Good understanding of UK employment law

### Key Experience

All MSI Reproductive Choices person specifications are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

[Resourcinguk@MSIChoices.org](mailto:Resourcinguk@MSIChoices.org)

To perform this role, it is **essential** that you have the following experience:

- Good Microsoft package skills – MS Word, Office, Excel and PowerPoint
- Skilled in the manipulation of HR database systems e.g. Sage, PeopleSoft, Oracle (MSI use Agresso)
- Able to learn quickly and use initiative
- Excellent written and verbal communication skills – comfortable networking with stakeholders at all levels of the organisation
- Exemplary organisational skills – able to multitask and handle conflicting priorities
- Able to manage expectations of demanding stakeholders
- Proven experience of working to tight and changing deadlines

### Formal Education/qualification

- CIPD level 3 or 5 or equivalent experience or desire to work towards (essential)

### Personal Attributes

MSI Reproductive Choices is dedicated to equal opportunity for all and recognises that every individual is unique. Whilst we always seek to embrace individual differences and celebrate the diversity of our workforce, we also want to ensure that every team member is suited to their role and that they are given the best opportunity to succeed.

The personal attributes described below have been developed in accordance with the job description and other contextual factors relating to the role and are considered **essential**.

**For this role, we're looking for an individual who is:**

- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Able to role-model inclusive and culturally sensitive attitudes and behaviours
- Passion for service excellence and improving quality
- Approachable with effective interpersonal, influencing and negotiation skills
- Defiantly courageous, with the ability to push boundaries
- The highest levels of integrity and a strong ethical sense
- Results and output orientated