



Job Description

Name of Position:	HR Assistant
Group/Team:	People, Finance & Operations / People Team
Reports to:	International HR Business Partner & HR Business Advisor
Grade:	G1
Operations Centre:	London, UK
Duration:	FTC 6 months / Part Time - up to 25 hours a week

Background:

Lumos

Lumos is an international children's charity founded in 2005 by children's author J.K. Rowling to end the harmful practice of institutionalisation of children. Lumos' mission is to fight for every child's right to a family by transforming care systems around the world. Our vision is for all children to grow up in safe and loving families.

Despite clear evidence of the harms of institutionalisation, an estimated 5.4 million children worldwide continue to live in institutions. Separated from their families and communities, these children are deprived of the love, attention and opportunities they need to thrive. We've made important progress in closing harmful institutions and reuniting children with their families. And where children are unable to live with their birth families, we promote alternative family-based care, such as kinship care and quality foster care. Thanks to our tireless efforts alongside many other champions of care reform, the harms of institutionalisation are now more widely understood. A global movement is underway and the UN, the EU and some large development agencies have joined individual countries in pledging to change how they care for vulnerable children. We are committed to ensuring that global policy commitments are translated into local action, leading to sustainable change for vulnerable children.

Over the past 15 years Lumos has worked directly in different countries around the world to demonstrate that it is possible to change systems of care and fulfil children's rights. Building on our heritage and direct experience of systems reform, our new strategy focuses on sharing learning with others to reach more children and amplify the impacts of our work on children's lives. Our new strategy has three priorities:

Building Global Expertise: We'll use our knowledge and experience to support those responsible for reforming care systems in their own countries. This will include providing technical support, evidence and guidance to help design and run better care systems, as well as learning exchanges where they can share experiences and challenges.

Catalysing Change: we'll use evidence to motivate and press governments to reform the way they care for children. This will involve leading targeted research and advocacy campaigns to identify and tackle the drivers of institutionalisation, promoting accountability by tracking and highlighting progress, and influencing international funding, programmes and policy.

Demonstrating & Innovating: Building on our heritage of successful programmes showing how care systems can be reformed, we'll use what we've learnt in the past to support partners with their own



reform efforts. Over the next two years, as we complete our current country demonstration work in Eastern Europe, we'll identify programmes in new regions – building expertise and evidence of what good care reform looks like in new and challenging contexts, particularly for those children that typically get left behind.

Purpose of the position:

To provide administration support to the People Team, assist in the implementation of a new HRIS, to assist with the full employee cycle and all related administrative tasks to provide a high-quality service for all our Lumos colleagues.

Fundamental objectives of the tasks/functions of the position:

- Support the full employee cycle for all new starters, sending offer letters and contracts, requesting for references and running DBS checks, organising IT equipment. Supporting with the leaver process – organising exit interviews, drafting letters
- Support the administration of employer benefits, tracking sick leave, annual leave, and other types of employee leave.
- Maintenance of the HR filing system, including the electronic and hard copy systems.
- Support the Director of People, UK & Belgium HRBP, HR Business Advisor and International HRBP with Employee Relationship cases to ensuring they are managed efficiently, confidentially and with professionalism.
- Support the Director of People by arranging the necessary meetings (interviews, unit meetings etc.)
- Provide administrative support with Learning and Development training for employees when required
- Drafting letters as required
- Assisting with the Annual Performance Appraisal process.
- Tracking probationary periods and escalating where required.
- Updating the HR system/ Staff List with any changes.
- Pulling reports when required

Other Responsibilities:

- Attend and take minutes of meetings as needed.
- Undertake any other operations support tasks and services as directed.
- Comply with all Lumos policies, including but not limited to the Safeguard Policy, the Procurement Policy, the Anti-Bribery Policy, and the Information Protection and Confidentiality Policy.

Scope:

- The workload will be variable, and flexibility is essential to respond.
- This position description should be considered within the context of a developing and evolving environment and therefore the responsibilities described herein may be adapted to meet changing needs.



Candidate specifications:

Skills, Experience and Qualifications:

Essential

- Experience in providing administrative support to a small team with limited resources.
- Good level of computer skills (Microsoft Word, Excel, PowerPoint and Outlook)
- Good organisational skills to ensure that activities are carried out effectively.
- Good knowledge of written and oral communication in English.
- Confident in communicating with employees at all levels, as well as with visitors, suppliers, and other key stakeholders.
- Ability to prioritise work based on your own initiative to meet deadlines, with minimum supervision.
- Ability to deal with and maintain confidential information.
- Ability to build relationships with people from a variety of backgrounds and cultures.
- Attention to detail and accuracy.
- GCSE Maths and English (Level 2) or equivalent.

Desirable

- Experience working in an international NGO, Charity or Non-Profit Organisation.
- Spanish and/or French language skills.
- Knowledge and understanding of project management tools and techniques
- Experience with finance administration processes
- A CIPD Qualification or relevant HR experience

Safeguarding statement

Lumos recognises that the rights of safety and security are aligned with its core mission of ending institutionalisation. Effective and robust safeguarding sit at the heart of our mission and values, and accordingly, Lumos is committed to ensuring the safety and protection of children and vulnerable adults in all its work. We expect all staff, associates and volunteers to share this commitment. Lumos will carefully screen all applicants and any offers of employment are subject to appropriate employment and background checks, as well as suitable references from previous employers

Lumos is committed to ensuring the safety and protection of children and adults at risk in all of our work. All staff and associates must:

- Carry out all duties with an awareness and understanding of the Safeguarding requirements within the area of responsibility.
- Ensure work complies with all safeguarding policies and procedures that apply to the role.



- Ensure the that their behaviours and actions support the safeguarding of children, young people and adults at risk as appropriate.

EDI Statement

Lumos is wholly committed to equality, diversity and inclusion and against all forms of discrimination. We are committed to creating and sustaining a positive working environment that encourages, supports and gives a voice to all, so that we can best support the children we serve. We must ensure that all staff are equally valued, included, empowered and respected across the organisation and in everything we do.

Lumos is fundamentally built on diverse, multi-national and multi-cultural teams. This is something we cherish as a key strength and an integral part of our identity. Our organisation values and celebrates the diversity, culture and experience of each member of staff, provides equality of care and support to everyone.

We pledge to listen carefully, to educate ourselves continually, to promote open dialogue, and to seek out and deal with discrimination and prejudice wherever it occurs in Lumos.