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HR Business Partner

We are looking for an experienced and motivated HR Business Partner to join our growing team. The HRBP will work closely with the Head of People to deliver a proactive, commercially focused HR service that supports the company's growth and strategic objectives. Acting as a trusted advisor to managers and leaders, the HRBP will provide expert guidance on all aspects of people management, including employee relations, performance, engagement, and organisational development.

This role plays a key part in shaping a high-performing, inclusive culture while ensuring HR practices are scalable, compliant, and aligned with the needs the business. The HRBP will also support the Head of People in implementing people strategies, driving continuous improvement, and enhancing the overall employee experience across the organisation.

We see this role as being full time, although this is negotiable. Ideally, we would like this role to be based in Edinburgh, on a hybrid basis to allow for regular interaction with the wider business and colleagues in other departments.

Why Bright Ascension?

We are a fast growing, innovative company changing the way that software is developed in the space industry. With customers across the world, ranging from universities and space agencies, to commercial organisations and start-ups, our core technologies enable our customers to develop and operate space-based systems and services faster, more cost effectively and more reliably.

Innovation is at the heart of what we do, and it is our team that drives that innovation. We are committed to creating a culture where every individual has the opportunity to make an impact and help shape our future success. With offices in Dundee, Edinburgh and Bristol we now have more than 50 members of staff and plans to expand significantly over the next 12 months. We are at a very exciting time in our ambitious growth plans and have fantastic opportunities for talented individuals to join our team.

Our Values

We worked together to identify and shape the values that underpin everything we do, our actions, our vision and all things Bright Ascension.

Passion and Innovation

Enjoy what you do and have fun. Be curious and be fearless. Unconventional ideas and passion are the paths to true innovation.

Teamwork and Collaboration

Sharing knowledge helps the team thrive. Start a dialogue and win through teamwork. Success comes through collaboration and support.

Respect and Integrity

Recognise differences and accept opinions. Integrity, respect and high standards create unbreakable trust and builds reputation.

What you will do

As a member of the People & Workplace team your key responsibilities would be:

Employee Relations

- Provide expert advice and guidance on employee relations matters (disciplinary, grievance, performance)
- Ensure compliance with UK employment law and company policies
- Promote a positive employee experience and resolve workplace issues proactively

HR Operations & Projects

- Support HR projects including policy development, system implementation, and process improvements
- Use HR data and analytics to inform decision-making
- Drive continuous improvement in HR processes and systems

Performance Management

- Drive performance management processes, including goal setting, reviews, and development planning

Learning & Development

- Work with leadership to identify training and development needs
- Support delivery of learning initiatives and leadership development programmes
- Promote a culture of continuous learning and professional growth

Employee Engagement & Culture

- Lead or support engagement initiatives, surveys, and action planning
- Champion company values and foster an inclusive, high-performance culture
- Provide coaching to managers on leadership and people management

Essential skills and experience

We see experience with the following as essential to the job:

- Proven experience as an HR Business Partner, HR Manager, or similar role
- Strong knowledge of UK employment law and HR best practices
- Experience supporting managers in a fast-paced, growing organisation
- Strong stakeholder management and influencing skills
- Ability to handle sensitive issues with professionalism and confidentiality

Personal skills

We're especially looking for someone who:

- Has a proactive and solutions-oriented mindset
- Has strong communication and interpersonal skills
- Is adaptable and resilient in a changing environment
- Is passionate about building positive and inclusive workplace cultures
- Has the ability to build strong relationships across all levels of the organisation
- Is diligent and attentive to details
- Works well both independently and in a team as part of a fast-paced technical environment
- Is interested in learning new skills and is open to new ideas and ways of working

Desirable skills and experience

We think that the following skills would definitely be valuable in this role:

- Experience in the technology sector
- CIPD Level 3 or above (or working towards)
- Experience in scaling organisations or supporting rapid growth environments
- Familiarity with HR systems and HR analytics

What we can offer you

- A competitive salary in the range of £35k-£45k depending on experience, with regular reviews
- A fantastic opportunity to join a growing, innovative, employee-centred business pushing boundaries in the space industry
- Flexible hours and hybrid working, enabling you to create your ideal work life balance
- 36 days paid holiday per annum
- 6% employer pension contribution
- Enhanced Company Sick Pay and Long-Term Sickness cover
- A Health Cash Plan to cover costs such as dental, physio and optical
- Life Assurance cover (x4 salary)
- Enhanced maternity, paternity and adoption pay
- Opportunities for international travel for exhibitions and trade shows
- Investment in you and your skill development and the opportunity to attend relevant events and conferences to aid career / skill development
- Company events and regular activities for social engagement and team building
- An open, supportive, inclusive environment where you can explore your ideas and make a big difference to the product and business

To apply please send your CV along with a Cover Letter to careers@brightascension.com

All applicants must be UK based and have the right to work in the UK.

We are working with trusted recruitment partners, no agency enquiries please.

Read more: **www.brightascension.com**