



Knowledge and Qualifications

Essential

- CIPD qualified (or equivalent experience) with up-to-date professional knowledge, including employment law.
- Strong understanding of HR best practice, organisational development and change management.
- Knowledge of safeguarding and safer recruitment.
- Able to apply knowledge pragmatically and think creatively at a strategic level.

Desirable

- Degree or equivalent.
- Understanding of education sector employment frameworks and legislation.

Experience

Essential

- Senior leadership experience leading a People/HR function in a complex organisation.
- Experience of delivering high-quality People services across multiple sites.
- Proven track record of leading teams, organisational change and culture development.
- Experience of employee relations, including trade unions and complex casework.
- Experience of workforce planning, HR systems and budget management.

Desirable

- Experience within the education sector.

Skills and Personal Qualities

- Able to lead change collaboratively and deliver impact.
- Strong understanding of EDI, wellbeing and people practice.
- Builds strong relationships and communicates effectively.
- Strategic, analytical and well-organised.
- Influences with professionalism, integrity and emotional intelligence.
- Committed to improving outcomes for children and young people.
- Confident using core IT systems.