

**Job Title: Director of People**

**Location: Hybrid role**

**Salary: NJC Scale (Point 45 – 50) £53,577 - £59,161 – pay award pending**

**Contract: Full-Time, Permanent**

**About Us:**

The People's Learning Trust is a dynamic Multi-Academy Trust committed to empowering our students and communities through education. We believe that a diverse, skilled, and engaged workforce is the cornerstone of our success. Our mission is to cultivate environments where students can thrive, and our staff can grow, all while adhering to our core values of inclusivity, integrity, and innovation.

**Role Overview:**

As the Director of People, you will be at the forefront of driving and implementing our People Strategy across the Trust. Reporting directly to the Chief Finance & Operating Officer, you will be instrumental in ensuring that our workforce is not only aligned with our mission and values but is also diverse, talented, and dedicated to achieving our strategic aspirations.

**Key Responsibilities:**

- **People Strategy Implementation:** Lead the execution of the Trust's People Strategic Plan, ensuring alignment with the Trust's mission, values, and long-term goals.
- **Leadership & Collaboration:** Act as a trusted advisor to the Central Leadership Team and Headteachers / Principals across the Trust, providing expert guidance on all People-related matters.
- **Talent Management:** Oversee strategies for attracting, developing, engaging, and retaining top talent across the Trust, fostering a culture of continuous improvement and excellence.
- **Diversity & Inclusion:** Ensure the Trust remains a leader in promoting diversity, equity, and inclusion, creating an environment where all staff and students feel valued and supported.
- **HR & Organisational Development:** Enhance our human resources functions, including recruitment, retention, employee relations, and professional development, while driving forward organisational development initiatives.
- **Compliance & Governance:** Ensure all People operations comply with statutory requirements and Trust policies, maintaining the highest standards of governance and efficiency.

- **Support for Academies:** Provide essential People support to our academies, enabling them to focus on student well-being and academic outcomes.

### **About You:**

You are a visionary HR leader with a passion for people and education. You possess a deep understanding of how to drive a People strategy in a complex, multi-site organisation. With a strong track record of leading successful HR and organisational development initiatives, you are adept at influencing senior leaders and building strong, collaborative teams. Your commitment to diversity and inclusion is matched by your ability to ensure compliance and deliver high-quality, efficient support across all areas of the People function.

### **Qualifications & Experience:**

- Significant experience in a senior HR or People leadership role, preferably within the education or non-profit sector.
- Proven expertise in strategic HR management, organisational development, and talent management.
- Strong understanding of employment law and HR compliance.
- Demonstrated ability to lead and inspire teams, with a focus on continuous improvement and excellence.
- Exceptional communication and interpersonal skills, with the ability to influence and build relationships at all levels.
- A commitment to the values and mission of The People's Learning Trust.

### **Why Join Us?**

At The People's Learning Trust, we are more than just an educational institution; we are a community dedicated to making a positive impact. As Director of People, you will have the opportunity to shape the future of our Trust and make a lasting difference in the lives of our students and staff. We offer a supportive and inclusive working environment, competitive salary, and opportunities for professional growth and development.

Please refer to the Recruitment Pack which gives more information about the role and details of how to apply.

**The People's Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to an enhanced DBS check.**

Join us and be a part of a team that is shaping the future of education!