

Job Description

Post: Chief People Officer

Purpose

To challenge educational and social disadvantage by working with the Executive and other senior leaders to recruit, develop and retain talent as part of a healthy Trust in order to achieve the highest possible standards and prepare all our students to lead successful lives.

Duties and Responsibilities

- Live the mission and values every day.
- Provide challenge to the G3 if talent is not first.
- Create a powerful G2 with the COFO so that human and financial capital are given equal value.
- Work with the G3 on further developing our people brand.
- Be the principal architect of talent management and all people processes.
- Develop and build fit for purpose organisational structures to support growth and development.
- Reinvent HR and unleash the power of a strategic talent strategy.
- Prioritise the development of analytics and automation to transform HR.
- Line manage the HR lead, prioritising the realisation of the capacity needed to transform HR from transactional to strategic.
- Review and reinvent feedback.
- Advise the Executive on all trends which could impact on our talent first organisation.
- Work with key cross-cutting teams to secure aligned autonomy and push power down.
- Lead the Trust approach to recruitment, training and development and staff engagement.
- Work with the Executive to ensure talent is at the centre of all agendas and is intrinsic to all items.
- Lead talent due diligence and risk in any merger or acquisition.
- Report on the Trust's talent strategy at every Board meeting.
- Make sure equality, diversity and inclusion is a key consideration in recruitment, training and retention.
- Challenge 'group think' and encourage autonomy and 'rebel ideas' beyond the backbone to unleash innovation.
- Triangulate all qualitative and quantitative talent data (retention, recruitment, performance management, leadership development, inclusion and diversity, internal and external mobility, leadership dashboard, cultural and climate).
- Support and advise on large-scale change throughout the organisation including leading Trade Union consultations.
- Constantly scrutinise all indicators to ensure the culture in all our academies is healthy and people are highly motivated.
- Scrutinise leadership approach and style in relation to staff retention.
- Design policies and working practices to attract and retain the best talent.
- Manage own workload and, where necessary, that of others.
- Take seriously the duty to safeguarding all young people and report any concerns immediately to a Designated Safeguarding Lead.
- Carry out any other reasonable duties as requested by the Trust Board or CEO.

This job description is not necessarily a comprehensive definition of the post. It will be reviewed in relation to Trust need on an annual basis.