

Person Specification

Post: Chief People Officer

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Good honours degree • Relevant CPD • CIPD Level 7 	<ul style="list-style-type: none"> • Management qualification e.g. MBA 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Extensive experience of leading in a large organisation • History of sustained success as a senior and executive leader • Extensive experience of leading a HR function within a unionised environment • Significant experience of successful change management • Working positively with different stakeholders • Working with Executive and Non-Executive Boards • Evidence of the ability to create effective teams • History of motivating people to meet the mission • Track record in astute analysis of talent and intelligent deployment 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working across multiple schools • Executive financial and operations management 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • In-depth knowledge of 'the business' • High expectations which motivate all • Razor-sharp focus on hard data balanced with emotionally intelligent 'gut instinct' • Strong analytical and strategic thinking skills • Thorough knowledge and understanding of current thinking in talent and people management • Promote a sense of urgency and rigour when the Executive needs to sprint • Understanding of self-determination theory, creating healthy teams and cultural architecture • Simplify complex issues • Sensitively resolve conflict • Build a cohesive team and create clarity • Strong self-awareness 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Deep understanding of aligned autonomy and organisational development • Project management • Current educational policy • Governance 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Driven by the mission not power 		<ul style="list-style-type: none"> • Application • Interview • References

Attributes	Essential	Desirable	How identified
Character	<ul style="list-style-type: none"> • Enough ego to make difficult decisions; enough humility to defer to the brilliance of others • Hungry, people smart and agile • Courage and candour to disagree with the CEO • Sixth sense for diagnosing the performance of the business • Intuitive fairness for correcting or rewarding the right people • Good sense of humour and sense of perspective • Intellectual curiosity and desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure 		<ul style="list-style-type: none"> • Application • Interview • References