

**PERSON SPECIFICATION
PEOPLE DIRECTOR**

	Essential	Desirable	Interview/App Form
Qualifications			
Relevant Degree or relevant HR Qualification or demonstrable extensive HR experience preferably in an education setting	✓		✓
Willingness to enhance qualifications and training for development in post	✓		✓
Knowledge and Experience			
Knowledge of the education sector and a successful track record of developing innovative solutions to the sectors specific people and talent challenges, including health and well-being		✓	✓
Experience of rolling out a people strategy that delivered demonstrable impact within the education organisation		✓	✓
Oversight and leadership of all elements of HR within an organisation	✓		✓
Strategic oversight of operational HR support across an organisation, and a track record of using HR KPIs to drive decision making	✓		✓
Experience of developing and implementing campaigns defining and promoting an employer's unique brand in the sector		✓	✓
Experience of writing policies, setting and leading strategy, undertaking audits and holding people to account	✓ Strong		✓
Exceptional leadership skills coupled with the humility to get stuck in	✓		✓
Ability to quickly earn the confidence of senior stake-holders and rapidly influence them to roll out trust wide solutions at school level	✓		✓
Strong communication and interpersonal skills with the ability to present strategic ideas in a clear and concise way, both verbally and in writing	✓		✓
Strong Analytical, with the ability to interpret data quickly and distil key learning to inform unique and innovative new approaches		✓	✓
Ability to calmly manage multiple conflicting situations and priorities with tight deadlines to the overall benefit to the Trust	✓		✓
Ability to think strategically and see critical issues from a cross functional perspective	✓		✓

Diplomacy and discretion and the ability to manage confidential information	✓		✓
Work in ways that promote equality of opportunity, participation, diversity and responsibility	✓		✓
Resilient, with the ability to deliver a complex and demanding workload alongside colleagues across different locations	✓		✓
Personal Qualities			
Excellent written and oral communication skills	✓		✓
Excellent time and task management skills	✓		✓
Ability to work under pressure	✓		✓
Ability to relate well to adults	✓		✓
Ability to lead, motivate and influence others	✓		✓
To have a sense of humour	✓		✓
To show commitment to sustain excellent attendance at work	✓		✓
Confident and willing to challenge traditional assumptions	✓		✓
Energetic, enthusiastic and resilient, along with being action and solution focused	✓		✓
A commitment to child centred education	✓		✓