



Post: Director of Human Resources – Thrive Education Partnership

Contract: Permanent, 36.5 hours per week, All year round

Location: Central Birmingham

Salary: £55,397 - £66,471 depending on skills and experience

Closing Date: 10am, Monday 16th May 2022

Interviews: TBA

Start Date: Negotiable

Thrive Education Partnership (TEP) is a vibrant and growing Multi-Academy Trust with three specialist schools in the West Midlands. Currently, the Trust employs over 400 staff and has an annual turnover of around £14M. 2022/3 is expected to be a period of significant growth and the successful candidate will need to strategically prepare for the expected increase in staff numbers.

The Director of Human Resources will have an in-depth understanding of his/her specific professional areas including current operational knowledge of employment law legislation specific to Education. As a Director they will be charged with the overall strategic responsibility for the HR service area and will be required to liaise effectively with colleagues on the Executive Leadership Team, Headteachers of Academies, other key MAT staff, and to contribute to the development and implementation of the MAT's corporate strategic plan. Involvement in specific corporate or operational strategies or functions could also be an important aspect of the role.

The Director of Human Resources will need to be someone who can operate effectively and efficiently in a continually developing and changing workplace context and be capable of motivating others to embrace change. Experience of managing in a multi-site context would be extremely beneficial as well as being able to recognise and demonstrate the added value that an HR function can provide to meet the business needs of the MAT. Experience of working with a multi union context would be useful.

Whilst previous experience within the education sector is desirable, candidates must be able to transfer their experience, skills and knowledge into a high performing education setting. Excellent communication along with the ability to encourage innovation are key attributes, in order to share a creative culture of continuous improvement amongst your team and colleagues. The successful candidate must be CIPD qualified.

TEP is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants will be required to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

It is important that our staff reflect the diversity of our community, and we therefore welcome and encourage applications from people of all genders and sexual orientation, those from Black, Asian, and other minority ethnic backgrounds, and those with disabilities.

If you are interested in joining our friendly and dynamic team please contact Jo Jackson at j.jackson@thrive.ac for further details and an application pack. Alternatively visit our website www.thrive.ac