



## **Summit Learning Trust HR Director**

**'Support to Improve'**

### **What we are looking for:**

Following the completion of an exciting programme to centralise our core HR function, and on the retirement of our current, high calibre HRD, this is a great opportunity for an experienced HR Leader to join our Trust.

The successful candidate will report to the CEO and will share our vision and values. They will have a clear understanding of our priorities and performance – as well as the external influences and trends impacting them. They will play a leading role in championing a purposeful, safe and inclusive working experience for all colleagues. Staff wellbeing is at the centre of our work, and the HR Director is expected to lead on this with Central and Academy teams, Principals and Executive Directors.

The HRD will ensure that the Summit HR SLA is delivered effectively to all academies. They will lead their team of HR Business Partners and HR Assistants across our academies to promote equality, and support Principals in ensuring excellent staff conduct and attendance to deliver great individual and organisational outcomes.

The HRD is accountable for the creation and delivery of HR strategy. They will build trust through overtly role-modelling ethical behaviour and applying our principles and values consistently in decision-making. They will be an expert negotiator and influencer at senior level, able to deliver the difficult messages and complex projects effectively and efficiently; whilst modelling kindness and compassion.

The HR Director is a key member of our Executive Director Team and will be able to quickly build up credibility and excellent working relationships with their peers; participating proactively in discussions, liaison with Trustees, and Trust strategic work.