

Director of People

Candidate Application Pack



Thank you for your interest in the position of Director of People at King's Group Academies.

At KGA, our people are at the heart of everything we do. We are a values-led Trust, guided by Honesty, Faith and Courage, and committed to creating a culture where every colleague can thrive. We believe that strong leadership, openness and integrity enable us to provide the very best opportunities for the children and communities we serve.

This role represents a pivotal opportunity to lead and mature our People agenda at scale, ensuring we are a high-performing, inclusive and values-driven organisation during a period of continued growth and development. As a core member of the Executive Leadership Team, the Director of People will play a central role in shaping Trust-wide strategy, culture, governance and long-term sustainability.

We are seeking an individual who combines deep professional expertise with pragmatism, vision and a collaborative spirit. Someone who is motivated by the belief that education transforms lives, and who is comfortable leading through complexity and change with confidence, resilience and courage.

If you share our commitment to openness, accountability and continuous improvement, we would be delighted to encourage your application.

Warm regards,

Nick Cross
CEO, King's Group Academies

The Trust

At King's Group Academies (KGA), we share a vision of a global community of pupils and colleagues whose connections broaden horizons and foster understanding. We are passionate about working collaboratively—within our UK communities and more widely—to promote international citizenship. We believe every pupil deserves teachers and colleagues who are deeply committed to their success, and we achieve this through strong partnerships with parents and carers who hold us to account.



Collaboration is at the heart of our work. Our colleagues share expertise and drive strategy across a range of Trust-wide forums, covering Teaching & Learning, Safeguarding, Curriculum, International, HR, Finance and more. Headteachers also come together regularly through our Headteacher Board to support one another and share best practice. Alongside these forums, Senior Leadership Teams are empowered by their Local Governing Bodies and supported by our central team.

Each of our academies has its own identity, history and context, which we embrace and celebrate. What unites us is a shared commitment to continuous improvement and educational excellence. Together, we are working towards opportunity and success on a global stage for every pupil.

We currently comprise fifteen academies across Berkshire, Hampshire and Sussex. By joining our central team, you will play an active role in supporting and visiting these academies as needed. As a Trust, we are committed to sustainable growth and school improvement, building strong foundations for our leaders to deliver our mission: to equip all pupils with the confidence, knowledge, skills and values they need to thrive in the modern world.



Director of People

Job Description & Person Specification

Reports to: Chief Executive Officer

Hours: Full time, 37 hours per week, 52 weeks per year

Salary: KGA Leadership Pay Scale L30–L40

(Appointed salary anticipated within L30–L32: £105,595 – £110,892 per annum)

Direct Reports: Head of People Operations; People Partners.

Main Job Purpose

The Director of People is a key member of the Trust’s Executive Leadership Team and the functional director accountable for the development, delivery and impact of the Trust-wide People Strategy.

The role provides strategic leadership across all people-related matters, ensuring alignment between workforce planning, organisational culture, performance, wellbeing and Trust growth. The Director of People sets strategic direction for the People function, holding teams to account for operational delivery while maintaining a strong focus on long-term organisational impact.

The Director of People will:

- Develop and implement a forward-looking People Strategy that supports organisational performance, culture, Trust growth, equity, diversity and inclusion.
 - Lead and continuously develop the People function to deliver a professional, responsive and high-quality service across the Trust.
 - Provide expert, trusted advice to the CEO, Board and Committees, underpinned by professional integrity, robust data and sound judgement.
 - Represent the Trust externally and deputise for the CEO in matters relating to People and HR, as appropriate.
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Principal Accountabilities

Strategic Leadership, Governance and Culture

- Actively contribute as a member of the Executive Leadership Team, championing the People agenda and driving organisational development.
- Advise the CEO, Board and Committees on People strategy, workforce planning, reward, culture, performance and wellbeing.
- Provide strategic oversight of workforce sustainability, talent pipelines and leadership development across the Trust.
- Lead cultural development initiatives that promote openness, accountability and high performance aligned to Trust values.
- Deliver accurate, timely management information and key performance indicators to inform strategic decision-making and governance assurance.

Workforce Planning, Talent and Organisational Development

- Ensure the Trust’s ability to recruit, develop and retain excellent colleagues at all levels.
- Identify and implement strategic talent management and succession planning approaches that support future leadership capacity.
- Lead organisational development initiatives, including change management, structural development and workforce transformation.

Functional Leadership and Continuous Improvement

- Provide strategic leadership to the People function, setting clear direction and holding teams to account for delivery through People Operations and People Partnering models.
- Continually evolve People policies, processes and systems to ensure they are efficient, responsive, legally compliant and aligned with organisational priorities.

- Build strong internal and external networks, contributing to sector leadership and sharing best practice across education and HR communities.

Safeguarding, Health & Safety, Equity, Diversity & Inclusion

- Act in accordance with statutory safeguarding responsibilities and Trust policies, ensuring People practices actively support safer recruitment and safeguarding culture.
- Promote safe working practices and compliance with health, safety, data protection and employment legislation.
- Foster an inclusive workplace culture that values equity, diversity, dignity and respect, ensuring fairness and consistency in People practices.

Person Specification

Essential Experience

- An experienced senior People / HR professional with qualifications equivalent to CIPD Level 7.
- Significant experience of strategic leadership as part of a senior leadership or executive team.
- Proven experience of working with, advising and influencing Boards and Committees.
- Experience of leading and developing People / HR teams within a complex, multi-site or matrix organisation.
- Experience of operating effectively within a unionised environment, including leading consultation and negotiation processes.
- Strategic understanding of the full employment lifecycle, employee engagement and organisational development.

Essential Knowledge & Abilities

- Excellent knowledge of employment law and its practical application in a complex organisation.
- Strong influencing skills, with the ability to build trust and collaborative relationships at all levels.
- Demonstrated ability to lead cultural change, embedding wellbeing and high performance.
- Ability to work under pressure, manage competing priorities and lead with resilience.
- Courage to challenge constructively, drive innovation and make difficult decisions in the Trust's best interests.
- High levels of personal integrity, discretion and professionalism, with the ability to maintain confidentiality.
- Suitability to work with children and young people.
- A clear commitment to improving life chances for pupils across our communities.

Desirable

- Experience of leading People / HR in an educational or public-sector setting, with knowledge of its unique contextual challenges and terms and conditions.
- Experience of supporting organisational growth, structural change or transformation.

Our Offer to You

Working for KGA delivers all the benefits you would expect from a progressive and supportive employer, including:

- Generous annual leave and flexible working arrangements
- Entry into the Local Government Pension Scheme

- Access to our Employee Assistance Programme
 - A range of colleague discount schemes
 - Ongoing professional development and opportunities to grow your career within the Trust.
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How to Apply

To find out more about the role and the online application process, we recommend that, in the first instance, you contact our recruitment partners Propelo on **01273 222 877**, email kingsacademies@propelo.co.uk or visit <https://kingsacademies.our-careers.co.uk>.

Close date for applications: Tuesday 17th February, 9am

Interviews: Friday 27th February