



STEP Head of HR
Salary £60,00-£65,000 pa
36 hours per week, full time

Passion – Urgency – Positivity – Aspiration – Commitment

At STEP, we highly value individuals who can use their skills and experience to improve the life chances of all children. Therefore, if you are an outstanding HR professional and you are interested in supporting the future development of STEP, please get in touch.

About the role

As STEP Head of HR, you will directly advise the STEP Executive and Senior Leadership Teams on all strategic and operational aspects of HR. This is a new post, so you will have the freedom and excitement of designing a service from the start.

To do this, we would like you to have:

- A recognised CIPD qualification and/or equivalent experience of working at a senior management level in HR;
- Excellent communication, numeracy and English skills;
- The desire and ability to demonstrate our organisational values each day;
- A track record of proven HR experience at a senior level.

Of course, there is much we can offer in return;

- You will work with professionals in Teaching, Learning, Finance and Business Operations who demonstrate our values and have a desire to support you to be successful;
- No two days will be the same; and you will see how your skills directly impact on the life chances of pupils within STEP;
- As much development and CPD as you need to deliver an excellent service;
- An organisation which demonstrates real commitment to its Mission.

Additionally, we also provide benefits like:

- 50% reduction of Benenden Health Care Scheme subscriptions;
- Membership to Perkbox discount scheme;
- Excellent transport links to all of our Academies;
- A nutritious and freshly prepared meal to enjoy with our pupils each day;
- Access to a Local Government Pension Scheme.

This is an important role for STEP, so at this point in time we really want to hear from individuals and not agencies. Also, it might be good idea to contact our Chief Finance and Operations Officer, Ben March, for an informal conversation about the role. You can contact Ben via our dedicated recruitment email address - recruitment@stepacademytrust.org

Further information about STEP Academy Trust can be found on our website: www.stepacademytrust.org

An application pack can be obtained by email from Cheryl Gilbert, STEP Executive Secretary – recruitment@stepacademytrust.org . Completed application forms and supporting statements should be returned by email (recruitment@stepacademytrust.org).

STEP Academy Trust believes that its workforce should reflect the local community and that all groups within the community should have equal access to the Trust's employment opportunities. We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.

STEP Academy Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff and volunteers to share this commitment.

This post is subject to a satisfactory Enhanced DBS Check and references.

CVs are not accepted, a STEP Academy Trust Application Form must be completed.

Tenable: January 2021

Closing date: Friday 30th October 2020 at 12 noon

Interviews: Monday 9th and Tuesday 10th November 2020