

## PERSON SPECIFICATION

### People and Culture Business Partner

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Degree in related field or equivalent experience	✓		Application/ Interview
Level 5 CIPD or equivalent experience	✓		
Knowledge of relevant legislation and statutory guidance in relation to employment law	✓		
Personal Attributes	Essential	Desirable	How Identified
Are highly <b>ambitious</b> for self and organisational growth	✓		Application Interview Task
Are <b>brave</b> in leadership decision making, being innovative and forging new paths	✓		
Are <b>curious</b> to identify solutions based on rigorous evidence and research	✓		
Are <b>determined</b> to overcome obstacles and resilient in the face of challenge	✓		
Are <b>fast</b> and nimble to address emerging needs and underperformance	✓		
Are <b>good</b> , moral, truthful and treat others with respect	✓		
Are open minded to bringing about <b>extraordinary</b> change which may challenge the norm	✓		
Knowledge & Experience	Essential	Desirable	How Identified
Previous relevant HR experience in an education environment		✓	Application Interview Task
Experience of partnering with senior manager to achieve strategic aims	✓		
Evidence of being able to build and maintain strong relationships with clients	✓		
Experience of restructuring and organisational development	✓		

Experience of TUPE		✓	
Generalist HR management experience across a range of activity e.g. employee relations, recruitment, wellbeing, policy creation, development, performance management	✓		
Experience working within a unionised environment	✓		
<b>Skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Able to communicate a clear vision so that others are inspired to embrace it and to challenge appropriately	✓		Application Interview Task
Able to provide effective and specialist advice to support and motivate colleagues across the Trust	✓		
Ability to chair multi-disciplinary meetings involving children and young people, carers and other professionals	✓		
Data analysis skills with experience of using data to inform strategic plans and projects			
Committed to equal opportunities policies relating to gender, race and disability in an educational context	✓		
<b>Equal Opportunities</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	✓		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	✓		
<b>Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Committed to the protection and safeguarding of children and young people	✓		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	✓		