



Northern Star Academies Trust: People Director

About Us

Northern Star Academies Trust is a partnership of eight schools currently, linked together in three hubs across North and West Yorkshire, in Harrogate, Skipton and Keighley.

The Trust Partnership employs just over 500 people, providing high quality education to just over 3000 pupils.

You can read more about our Trust Partnership in our prospectus, attached as a download.

You can also read our five-year Trust Strategy here: <https://www.nsat.org.uk/about-our-trust/our-priorities/>

HR services for schools in the Partnership are provided by a central HR team, established in January 2021. The team currently consists of four people, including the new People Director, supported by an external payroll provider and an outsourced legal advice service.

The team has achieved a great deal in the last 12 months to set up an HR service from scratch, with a common payroll system, centralised recruitment and resourcing, and two HR Advisers working directly with schools. The team has a critical role in ensuring the Trust maintains the highest standards of safeguarding through its employment policies and practices.

Having laid the foundation of a centralised approach, we are now looking to take the HR function to the next level, with a new People Director as the lead HR professional for the Trust as a whole.

About the Role

This is a new role for the Trust, building on the work of the current HR team to equip the Trust with the skills and capabilities we need to meet our ambitious targets.

You will have the front line practical HR experience and credentials that will help us shape HR practice and build effective relationships with school leaders. At the same time, you will have the drive and potential to be an effective professional leader, driving up HR standards across the organisation as a whole.

Above all, the Trust is looking for an individual whose personal values are in tune with the organisation's values, working collaboratively to improve life chances for children and young people.

Northern Star is a Trust that recognises the importance of investing in its people. We are ready to invest in the right person to grow into this role, perhaps as their first significant leadership role, building on the significant HR expertise they already have.

The People Director reports to the Chief Operating Officer (COO), who is part of the Trust's Executive Team along with the CEO and CFO.

If you would like an informal discussion with the COO to help you decide to apply for the role, email: paddisonchild@nsat.org.uk to arrange a telephone appointment.

How to apply

To apply for this role, please complete the attached application form in full. In line with safer recruitment policies, we will not consider incomplete applications.

The deadline for applications is 9am on Monday 24 January 2022.

Interviews for shortlisted candidates will take place on Thursday 27 January 2022.