



Northern Star Academies Trust: People Director

About Us

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

The Trust Partnership employs almost 600 people, providing high quality education to 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 to set up an HR service from scratch, with a common payroll system, centralised recruitment and resourcing, and two HR Officers working directly with schools. However, we need new leadership to consolidate our core infrastructure and provide the grip and energy to take us to the next level.

The HR team has a critical role in ensuring the Trust maintains the highest standards of safeguarding through its employment policies and practices.

About the Role

To succeed, 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. You will lead the HR team to create a robust HR management infrastructure and the leadership skills to refine and embed sound HR processes.

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 and leading our outline People Strategy to deliver against Trustees' ambitions for the future.

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.

We know that deciding to apply for a new leadership role is a big decision. We want you to have all the information you need to make the best choice. We encourage you to book a call for an informal (and confidential) discussion about the role. You are also very welcome to visit us and our schools, to see our Trust for yourself.

Simply email the Trust Chief Operating Officer to book an appointment:
paddisonchild@nsat.org.uk

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 9.00am on Monday 4 July.

Interviews for shortlisted candidates will take place on Friday 8 July.