

Job Description: Hastings People Business Partner (Schools) Maternity Cover

Reports to:	Head of Business Partnering
Location:	Field based aligned with Ark's Hastings region of schools (Primary and Secondary) & Ark Start
Salary:	£50,000 - £55,000
Start date:	ASAP

The Role

As People Business Partner for Ark's Hastings region and Ark Start early years setting, you will deliver excellent stakeholder engagement to all of your region's primary and secondary schools. Ensuring the effective delivery of a proactive and efficient People service and ensuring that strategies are in place to balance the needs of individual academies whilst supporting the delivery of Ark's strategic objectives.

You will join a high functioning and experienced Business Partner team as well as being expected to be a contributing member of the wider People team, bringing your professional knowledge and personal creativity to continuously improve the quality of the People service.

This role requires someone who is able to flex their management skills to work with a broad range of stakeholders and ensure a consistently high standard of service to the Ark schools in the Hastings region.

Key responsibilities

- Partner with the Hastings Regional Director and Managing Director for Ark Start to enable the effective development and implementation of People strategies, plans and practices.
- Support your region on all key People processes, providing guidance, coaching and constructive challenge when appropriate.
- Effectively engage, and work collaboratively with Central function leaders to positively influence the high performance and professional Central support services to your region.
- Lead on local trade union consultations and negotiations.
- Own, analyse, and report People data in ways that underpins best practice and effective people management and planning (including management intelligence and on which strategic decisions can be made).
- Where appropriate; design and deliver customised People training.
- Support and/or lead project work in support of Ark's plans and priorities.
- Keep abreast of HR best practice, legislative changes and new developments to continuously develop and improve knowledge and skills and broaden the understanding of inter-relationships between the range of human resources activities and functions.

Person Specification: Hastings People Business Partner (Schools)

Qualifications

- CIPD qualified (or equivalent)

Knowledge and experience

- Strong experience working at a senior HR capacity including responsibilities for senior stakeholder management.
- Up-to-date knowledge and understanding of HR best practice and a thorough understanding of the practical application of employment law.
- Knowledge and understanding of the education sector (desirable).
- Sound experience of managing and bringing to a successful conclusion complex ER matters, ideally within a Trade Union environment.
- Ability to analyse and interpret complex information and prepare and deliver briefings and or presentations.
- Successful experience working collaboratively on change management initiatives and projects.

Personal qualities

- Drive and enthusiasm for delivering a quality HR service that consistently produces positive and business focused outcomes.
- Ability to make sound judgements and assess potential problems at both strategic and operational level.
- Ability to communicate in a fluent and adaptive manner; experience of successfully influencing opinion and generating support.
- Professional integrity and resilience.
- Thrives in fast paced, and often ambiguous environments.
- Able to use discretion intelligently; resourceful and solution-oriented.
- Able to manage conflicting priorities and achieve stretching objectives.
- Experience of working in partnership and collaboration; able to work effectively with a broad range of stakeholders and partners.
- Ability to be creative and analytical in order to develop flexible creative solutions to complex HR issues.
- We expect you will already be operating in a similar role and be comfortable and confident in working directly with senior leaders.

Values

- Personal vision is aligned with Ark's high aspirations and expectations of self and others
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence

Other

- This post is subject to an enhanced Disclosure and Barring Service check