



Sunfield School and Children's Home, part of the Ruskin Mill Trust Group, is located in the stunning Clent Hills. Sunfield provides innovative and experiential education for children and young people with Autistic Spectrum Conditions and special learning needs, developed out of the inspiration of Rudolf Steiner, William Morris and John Ruskin.

Set within 58 acres of idyllic parkland, nestled on the slopes of the Clent Hills, we are an independent residential special school and charity who support young people, aged 6 - 19 years, with complex learning needs, including Autism and PDA.

## HEAD OF HUMAN RESOURCES

Salary: Grade 14 - £43,036.00 to £46,284.00 per annum, (subject to qualifications and experience).

We are looking for an experienced and committed individual to join us as **Head of Human Resources**. In this vital role, you will report directly into the Group Head of Human Resources and work to define and implement the people and organisational development strategy and plan which is aligned with and will facilitate the delivery of the group's strategic plan and priorities.

As **Head of Human Resources** you will lead the development and implementation of the people and organisational development strategy and plan for Sunfield which will fully embed the revitalised way of working and the associated long-term change plan to make it a lived experience for all new and current staff. In addition, you will:

- Provide specialist advice, support and expertise to the Principal and senior leadership team at Sunfield
- Provide specialist advice, support and expertise to the Group Head of Human Resources and Director of People, Employee Engagement and PSTE in the development of the group's culture, leadership development, performance management and employee engagement
- To work closely with the Group Head of Human Resources and group training and development service in the development and implementation of the talent management frameworks and defined associated leadership and management development approaches to ensure there is effective future leadership and management
- Build, foster and maintain relationships with staff, managers and senior leaders within Sunfield to gain support for plans and initiatives plus colleagues in the Ruskin Mill Trust Group and the wider movement to enable the adoption of good practice
- As a member of the senior leadership team at Sunfield you will influence and shape the development of the HR approach
- As a member of the Corporate HR Senior Leadership Team influence and shape our strategic choices, communications and actions to our staff.

To be successful you will have a proven track record of both operational and strategic perspectives and thought leadership in the wider HR sphere. Driven, empathic, passionate,

open-minded and highly motivated, you will have experience of developing and implementing strategy, translating strategic thinking into operational actions. You will also be an experienced people manager and leader with proven ability to deliver results through others. In addition, you will:

- Be CIPD qualified to Level 7 and/or have equivalent HR qualification or equivalent experience
- Have significant experience of designing, implementing, and managing change programmes, leadership & learning programmes, organisational design and development and employee engagement at pace and scale
- Have strong relationship management capability with multiple stakeholders in a diverse, complex entrepreneurial geographical spread organisation
- Have an understanding of how to align staff to local business strategy and that of a wider group structure through clear and compelling communications
- Be confident to challenge the status quo and be a positive disruptor to drive organisational behavioural change.
- Provide senior HR cover and support for other provisions within the group and be confident in your advice and guidance.
- Have a can do, supportive attitude underpinned by a coaching and mentoring methodology

For an informal discussion, please contact either Lindsay Wilkinson, Group Head of Human Resources on 07813 234644 or Anthony Smith, HR Advisor on 07812 234371.

An Interactive induction is provided with the opportunity to try out crafts/student experience

Ruskin Mill Trust Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful applicants will be required to undergo a DBS Enhanced Disclosure.

**Closing date: Monday 26<sup>th</sup> February 2018**

Please note: We reserve the right to close this advertisement sooner should a suitable candidate be found. Ruskin Mill Trust Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment.

**Successful applicants will be required to undergo a DBS Enhanced Disclosure. To request an application pack, please visit our website [www.rmt.org/jobs](http://www.rmt.org/jobs) or contact Tracey Marshall, Human Resources Assistant, Department of Human Resources, Ruskin Mill Trust Group, Freeman College, Sterling Works, 88 Arundel Street, Sheffield, South Yorkshire, S1 2NG or please email [tracey.marshall@rmt.org](mailto:tracey.marshall@rmt.org) or call 0114 252 5978. We do not accept CVS.**