**PERSON SPECIFICATION**

**Chief People Officer**

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| **Qualifications, knowledge skills and experience required:** |
| Education to equivalency of degree or higher degree and professional qualification (CIPD). |
| A strong technical foundation with experience and high-level understanding of HR in both strategic and operational delivery, combined with significant intellectual and professional credibility based on a successful HR career. |
| Extensive experience of leading transformational HR delivery and strategic change in large scale, complex environments. |
| Excellent communications skills, with a proven track record of influencing and building collaborative relationships and partnerships with a wide range of internal and external stakeholders. |
| Experience of shaping outstanding teams that are user-focused and trusted deliverers of a high-class service who put customer care at the heart of service delivery. |
| Ability to innovate and/or encourage innovative approaches to catalyse organisational change. |
| The ability to quickly understand and engage with the academic context, including research and education, and to form excellent working relationships with academic and professional colleagues. |
| Strong analysis and problem-solving skills and evidence of effective decision making in complex and ambiguous scenarios. |
| Good knowledge of employment and Health and Safety legislation and its practical application to the work environment. |
| Strong influencing, negotiation and diplomatic skills, including significant experience of negotiating with a number of trade unions. |