

WELCOME

Thank you for your interest in the role of HR Manager with Shires Multi Academy Trust.

We are looking for someone who has the energy, enthusiasm, integrity and ability to think strategically and take our Trust forward for the benefit of all our students, staff and the wider community.

It is essential we employ an HR Manager who shares our Trust and schools vision and values and demonstrates behaviours consistent with our values.

*'Growing together, guided through
nurture, equity, service and wisdom'*



- **Nurture** – Feeling valued by others for who you are so you can build up personal confidences and step into challenges.
- **Equity** – Understanding that no-one is born successful, but we are all capable of flourishing as individuals at any age, given the right opportunities, support and challenge, within an inclusive environment.

- **Service** – Helping others and being a positive member of society and your community bringing its own innate rewards.
- **Wisdom** – Acquiring knowledge and skills to thrive academically and personally, leading to fulfilment.

To get the right HR Manager for Shires MAT we are looking for:

- An experienced leader who can bring their knowledge and skillset to the Trust to enable growth and deliver our people strategy.
- A leader who can work collaboratively within the Trust and throughout the schools, to ensure clarity of focus on key priorities, whilst managing change effectively.
- A collaborative leader who can recognise their own strengths and areas for development, shaping a plan to deliver HR and wellbeing excellence across the Trust.
- A leader with the ability to know when to coach and delegate to ensure distributed leadership and shared aims across the Trust.
- A transparent, open and honest leader who can develop a constructive and valuable relationship with colleagues, trustees and the wider community.

Staff are our most valued asset and we aim to support them both in their current role and to develop them for future careers. This opportunity has the potential to shape a career, whilst we are only six schools at present, we have a growth plan that will take us to 20 schools by 2030. Our Trust is set to expand in the next 12 months and the right candidate will join us on this journey to take our Trust to the next level and develop their role as we grow.

We believe you will enjoy working with us and very much look forward to receiving your application and supporting two-page letter.

Kind regards

Kirsty Anthony

Chief Operations Officer

WHY WORK WITH US

Shires MAT is a small MAT with high ambition to grow and develop as a regional organisation where excellent practice and motivated staff support a caring and high performing environment for all within the Trust.

Our schools are performing well overall but there is more to be done to meet our ambitious 2030 goals linked to outcomes, finances, reputation and sustainability.

Opportunity is very important to the Shires MAT, not only does the MAT promote and encourage cross school interactions and opportunities for pupils but each school also has a diverse and impactful array of experiences available for all pupils. Each school within Shires is working towards ever closer relationships and interactions within the communities they serve, developing as 'anchor' institutions.

If you are someone who values community and understands the benefit of opportunity for all, regardless of background or starting points, and you have a passion for ensuring every pupil and every member of staff should be supported to learn and grow and develop as individuals, then Shires MAT is a place where you could thrive.

This versatility and understanding is important to us and we recognise that to employ and retain high calibre people who will support our Trust vision, always promote high quality provision and have the diligence to always develop and improve both self and others, we need to offer a fantastic place to work with the right culture and additional benefits.

The centralised offer for primary and first schools is also being expanded with Estate and school relationship managers recruited. This team works closely with staff in each school to help deliver great experiences and opportunities for both staff and pupils.

As we continue to expand our offer, we need to recruit dynamic, forward-thinking people with the skill set and ability to add value to our successful organisation.

We provide high quality CPD (through online platforms or separate courses/events) to enable staff to develop their practice, skills and expertise in their role.

The central team has grown over the past three years to incorporate a chief finance officer, a finance team, a chief operations officer and chief executive officer. This team works closely with staff in each school to help deliver great experiences and opportunities for both staff and pupils. As we continue to expand our offer, we need to recruit dynamic, forward-thinking people with the skill set and ability to add value to our successful organisation.

All Central staff are enrolled into the generous LGPS or TPS schemes with employer contribution rates in excess of 20%. There really are excellent pension options within the Trust.

All staff benefit from;

- salary sacrifice schemes electric vehicles (some restrictions on use)
- Bike to work scheme
- Free flu jabs
- Employee assistance programme
- Access to mental health first aiders

- Free parking as offices within a school site!
- Wider development programmes and CPD opportunities

We have an excellent track record of developing staff to take on greater responsibility and build their career. In the past 3 years ten new roles exist within the Trust, that are helping us shape our current offer and plan for what our future self looks like. As we grow there will be more need for greater responsibilities and also new roles within all sectors of the Trust