**Group Head of People**



**A BIT ABOUT US:**

Stowe School occupies Stowe House and approximately 200 acres of the Stowe estate, and is located in Stowe’s world-famous landscape gardens set in 880 acres. Stowe School is an independent co-educational boarding School with approximately 870 pupils. There are around 400 full and part-time staff with 80 staff and their families living on site.

In January 2021, Winchester House and Swanbourne House Schools became part of The Stowe Group. The schools occupy sites of historical significance in Swanbourne, in the market town of Brackley and in the beautiful gardens at Stowe, where we work with The National Trust to manage the landscape gardens and open the grounds to over 200,000 visitors a year. Stowe House is also open to the public during the school holidays.

**WE ARE CHANGE MAKERS**

The Stowe Group have a talented and committed workforce. We are committed to fostering team engagement, attracting, mentoring, developing and retaining our best teachers and non-teaching staff. We focus on employee well-being, provide opportunities for professional growth and create a culture of community and partnership.

**WHAT WE ARE LOOKING FOR**

The current People structure and strategy was introduced to The Stowe Group in 2021, subsequently we have recruited in to the team under our Group Director of People, so you would be joining at an exciting point of transformation and change where you can really make a difference.

We are looking for someone with in-depth knowledge of leading and growing People Partners, brings expertise in employee relations, commercial acumen and a strong people generalist background to enable us to continue to grow and improve at a rapid pace. You will have a proven track record of successful people project delivery across a range of topics from reward to OD to talent and engagement. You will have experience of driving cultural change and working in a matrixed environment, with a broad range of stakeholders to manage.

You will be someone who is naturally collaborative, as we are a small People function, spread across three locations. You will love to lead from the front and are someone who can adeptly switch between strategic project delivery to an operational people focus. You will have a naturally customer centric approach, be able to juggle many balls and can work under pressure and still retain the ability to maintain high levels of passion, energy, integrity and resilience to “make things happen”.

This role will allow and expect you to shape and proactively drive forward the People agenda as we push the boundaries of what a great place to work can look like. This unique opportunity will be for someone who wants to make a real difference and would suit someone who relishes the prospect of doing things that have potentially never been done in the education sector. There is lots to do and the next 12 months will be about creating great foundations to propel our people experience to the next level beyond this.

You will be based at our breathtakingly beautiful school in Stowe, Buckingham and you will also work across our two local Preparatory Schools, Winchester House and Swanbourne House Schools.

If you feel excited by this exciting opportunity we would love to hear from you. For this high calibre People professional we will offer a competitive salary of circa £55-60k and a range of excellent benefits.

**WHAT DOES THE STOWE GROUP OFFER YOU?**

As part of our Stowe Group family, you can access many benefits to include:

* 25 days annual leave plus 8 BHs
* Additional discretionary leave between Christmas and New Year
* Free meals, refreshments and onsite parking
* Pension contribution – 7% from the employer, 4% from the employee
* x2 salary Death in Service benefit
* Discounted School Fees – 50% across all Schools
* Annual Golf Membership for colleague and immediate family
* Use of School facilities – gym/swimming pool for colleague and family
* Free Flu vaccination
* Free eye test and contribution towards new glasses
* 10% discount in the School Shop
* Great learning and development opportunities
* Opportunity to join a transforming People team

**How to apply:** We have big ambitions for our People agenda so if you want to be part of our exciting journey, please send your CV directly to our Group Director of People at [jchahal@stowe.co.uk](mailto:jchahal@stowe.co.uk)

**Closing date** 22nd June 2022

**First stage interviews** w/c 27th June 2022

**For more details on the role or for an informal chat please contact: Jaime Chahal**, **01280 818005 or email** [jchahal@stowe.co.uk](mailto:jchahal@stowe.co.uk)

**The Stowe School Group** is committed to safeguarding and promoting the welfare of children and expects all staff to share in this commitment.

**Application deadline:** This post will close on the closing date stated at midnight. If we receive a large number of applications or there is a change in circumstance, we may be required to close a job before to the closing date, we therefore encourage early application

**Contacting you:** We will contact candidates through the email address supplied on their application form. Please make sure you check this regularly.