

# UKRI Chief People Officer

## Job Description

The Chief People Officer is the UKRI Chief Executives senior Humans Resources professional advising on people and organisational issues, providing challenge and support with a specific responsibility to develop the capability of the UKRI HR function.

The Chief People Officer is responsible for the delivery of the UKRI People Strategy and deliver the full range of HR capabilities for the organisation as it moves through a period of major reorganisation and restructuring and build HR capability for a larger, more complex organisation.

The Chief People Officer is responsible for the delivery of the UKRI People Strategy and providing challenge and support to the Executive team and will ensure delivery of:

### HR Advice:

- [Redacted]

### Expert Services:

- Resourcing [Redacted]
- Employee Experience [Redacted]
- Growth [Redacted]

### Employee policies and processes:

- [Redacted]

As one of the department’s senior leaders, the Chief People Officer will also be a visible role model of UKRI values and behaviours.

### ESSENTIAL KEY CRITERIA:

The successful candidate will be an excellent strategic leader with a breadth of experience gained whilst working in complex organisations and will be able to demonstrate:

- Experience in partnering with, constructively challenging and supporting the executive team, helping them consider approaches and fully evaluate options;
- A strong HR generalist experience gained through leadership in complex organisations where transformation and change are delivered alongside a focus on continuous improvement of Business As Usual activities;
- A proven ability to persuade, influence and secure the confidence of others and to build collaborative working relationships with a wide range of senior stakeholders across organisational boundaries inside and outside of UKRI;
- An inclusive leader, fully able to harness the talents of the individuals in our teams, creating an environment of ambition, innovation, professionalism;
- A strong delivery focus, able to translate our work into measurable and effectively run programmes that deliver impact and value that the Councils recognise in their business;
- The capacity to interpret data to create and present evidence based insights that drive excellence across the HR function and influences the direction of the wider organisation;
- Experience of effectively managing budgets and securing value for money.

DESIRABLE CRITERIA:

- CIPD qualified or equivalent experience