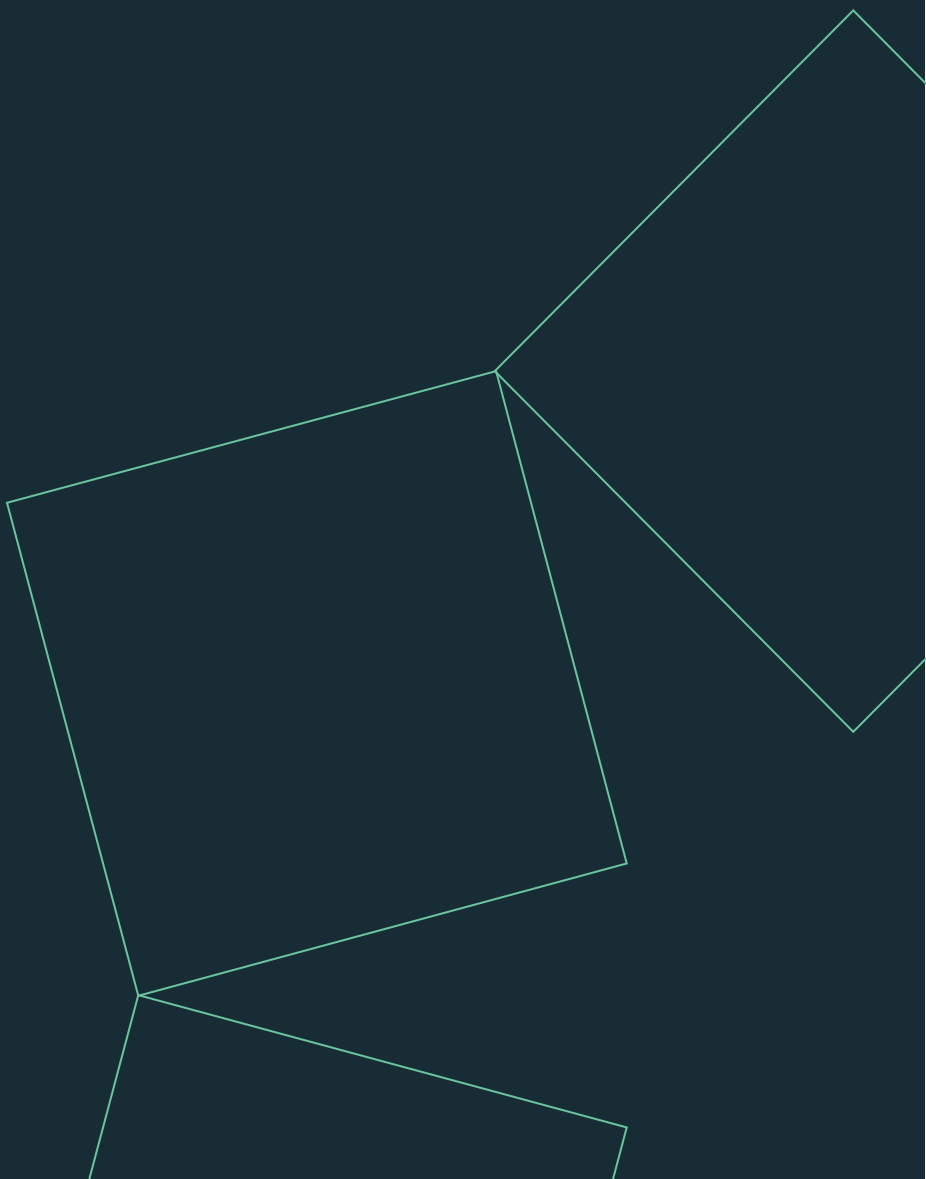
OFG Education

Job Description

UK HR Director



Job Title: UK HR Director

Location: Bolton Head Office, Hybrid, with travel across the organisation as required

Contract: Permanent

Function: People Services

Reports to: UK Chief Executive Officer

About Us

At OFG Education, we believe every student deserves an education designed around who they are. Through high expectations, deep expertise and truly personalised education, we help students realise their potential and prepare for successful futures.

Building on more than 20 years of experience, we are bringing our approach to more students and communities around the world. Across the UK, Iberia and the Gulf, our schools combine the strength, expertise and high standards of an international education group with the individuality of each school and the communities they serve.

Whatever your role, joining OFG education means contributing to our shared ambition: empowering every student to success through truly personalised education.

The Role

As a member of the UK Executive Leadership Team, the UK HR Director ensures that people and organisational decisions accelerate revenue growth, improve outcomes for the schools and services we support, strengthen productivity and enable innovation. The postholder acts as the CEO's principal adviser on people, organisation and leadership, combining strategic people counsel with enterprise leadership and transformation delivery.

The UK HR Director is accountable for shaping the organisation required for future growth and for converting business strategy into the leadership, workforce, culture and organisational capabilities needed to deliver it.

The postholder will bring independent judgement and constructive challenge to the UK CEO, UK Executive team and wider senior leadership community. They will lead the people agenda for major transformation, including operating model evolution, digital transformation, responsible AI adoption, productivity improvement, acquisition integration and culture change.

Key Responsibilities

Enterprise People Counsel

- Act as a trusted, high-impact adviser to the UK CEO and UK Executive Team, connecting people and organisational choices to growth, customer outcomes, operational performance, productivity, innovation and risks.
- Bring an independent point of view, challenge assumptions and help leaders make timely, evidence-led decisions.

Organisational Performance and Capability

- Translate UK strategy into coherent organisation and people agenda.
- Define the organisational capabilities, leadership capacity, workforce shape and cultural conditions needed to deliver near-term performance and long-term growth.

Organisation Design and Operating Model Evolution

- Lead enterprise-level organisation design and operating model work, clarifying accountabilities, decision rights, interfaces, spans and layers.
- Ensure structural change improves performance and does not simply move complexity around the organisation

Transformation Leadership

- Own the people agenda across UK transformation programmes, including digital transformation, AI adoption, productivity improvement, HR transformation, post-merger integration and culture transformation.
- Maintain strategic oversight of the people agenda across transformation programmes, anticipating workforce, capability, leadership and employee impacts early. Ensure that accountability for operational delivery is clearly assigned at the appropriate level.

Executive and Leadership Effectiveness

- Strengthen the collective effectiveness of the UK Executive team through high-quality counsel, team development, facilitation and coaching.
- Assess leadership capability, identify gaps and support decisive action where leadership requirements are not being met.

Succession, Talent and Workforce Planning

- Build an integrated approach to strategic workforce planning, succession and critical role pipelines.
- Improve visibility of future demand, scarce capabilities, internal talent and material people dependencies.

Performance Culture

- Create the conditions for high performance by embedding clear expectations, differentiated performance, meaningful accountability and high-quality leadership.
- Shape a culture characterised by pace, collaboration, customer service, inclusion and ethical decision-making.

Acquisition Integration

- Provide strategic leadership of the people and organisational dimensions of acquisitions, from due diligence and integration planning through to value realisation.
- Lead the people agenda for leadership alignment, organisational design, talent retention and culture throughout integration.

Other Accountabilities

Transformation of HR

- Evolve the UK HR Operating Model, capability, technology, data and service proposition so that HR is commercially relevant, simple, insight-led and valued by leaders.
- Reduce unnecessary processes, improve customer experience and ensure specialist expertise is deployed where it creates most value.

People Analytics and Insight

- Establish a disciplined, evidence-led approach to workforce decisions.
- Use quantitative insight alongside a close understanding of leaders' and colleagues' experience to inform workforce decisions. Test individual accounts against wider evidence so that decisions reflect the organisation's needs rather than isolated anecdotes or the most vocal perspectives.

Employment, Regulatory and Industrial Risk

- Maintain executive oversight of employment risk, regulatory compliance and industrial relations, ensuring that these areas support organisational resilience.
- Set a clear risk appetite and assurance framework. Ensure that appropriate specialist capability is available to support it, including dedicated union and employee-relations expertise where needed.

High Performing HR Leadership

- Build and lead a high-performing, connected UK HR Leadership team.
- Set out clear outcomes and standards, develop capability, remove duplication and create strong interfaces with Group HR and wider business

Board, Investor and Regulator Confidence

- Present clear, balanced and commercially grounded people insights to boards, investors and regulators.

- Build confidence that major organisational and workforce risks are understood, owned and actively managed.

Measures of Success

During the first year, success will be assessed against an agreed set of UK people and organisation priorities, with clear milestones and evidence of delivery. Baselines and targets will be agreed with the UK CEO, covering the outcomes below.

- People and organisation priorities are visibly aligned to UK Strategy and contribute to growth, school and service outcomes, productivity and innovation.
- The UK CEO and Executive team receive timely, independent and evidence-led counsel on material people leadership and organisational decisions.
- Transformation programmes have clear people outcomes, stronger adoption and sustainable organisational capability.
- The organisation has stronger succession coverage, leadership quality and visibility of critical workforce risks.
- Organisation design and acquisition integration deliver clear accountabilities, retained capability and measurable value.
- Culture shifts towards greater accountability, pace, collaboration, customer focus and inclusion.
- HR becomes simpler, more data-led and commercially effective, with improved service experience.
- Employment, industrial and regulatory risk are anticipated and managed with appropriate specialist support and governance.

Experience and Track Record

- Significant HR Director, Chief People Officer or equivalent enterprise people leadership experience in a large, complex, multi-site or regulated UK organisation.
- Demonstrable success leading complex organisational transformation and remaining trusted through periods of uncertainty, ambiguity and pace.
- Strong expertise in organisational design, operation model evolution, strategic workforce planning and enterprise change.
- Experience of mergers and acquisitions, including people due diligence, acquisition integration, leadership alignment, talent retention and culture integration.

- A track record of developing high-performing executive and functional teams, with credible experience of executive coaching and leadership assessment.
- Commercially astute, with evidence of linking people strategy and investment to revenue growth, customer outcomes, productivity, innovation and organisational value.
- Experience influencing boards, investors and regulators and presenting complex people and organisational issues with clarity and sound judgement.
- Experience of, or a strong understanding of, unionised or industrial relations environments. The postholder must exercise sound judgement in establishing and using dedicated specialist expertise, maintaining strategic oversight rather than becoming absorbed in operational matters.
- Strong command of UK employment risk, regulatory compliance, organisational resilience, people analytics and ethical leadership.
- Experience transforming HR operating models, services, technology and capability, ideally including digital and AI-enabled change

Qualifications & Professional Standing

- CIPD Chartered Fellow, Chartered Member or equivalent Senior Professional Standing supported by substantial executive-level experience.
- Degree-level qualification or equivalent professional experience. A relevant postgraduate qualification is desirable.
- Current knowledge of UK employment and industrial relation matters, corporate governance and the people implications of operating in a regulated environment.
- Demonstrable commitment to ethical leadership, inclusion, safeguarding and continuing professional development.

Job Holder Signature

Name: _____ Signed: _____ Date: _____

Signed on behalf of OFG Education

Name: _____ Title: _____

Signed: _____ Date: _____

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