JOB TITLE: Head of HR / Employee Relations, Europe & Middle East

LOCATION:

HYBRID WORKING:

REPORTS TO: Group Chief People Officer

ACCOUNTABLE TO: Group Chief People Officer

**ABOUT US:**

At Outcomes First Group, we believe every child can thrive when given the right environment for success. As one of the world’s leading providers in our sector, we deliver exceptional, research-led education tailored to each individual, with smaller class sizes and personalised learning plans. Our vision is to empower every child with a world-class education that nurtures potential and inspires lifelong learning, our mission is to unlock that potential through personalised learning and opportunity, and our promise is simple: we listen, we work together, and we are accountable to one another to make the remarkable happen.

**JOB PURPOSE:**

As Outcomes First Group (OFG) enters an exciting period of growth and international expansion, this role will play a critical part in shaping the Group’s organisational resilience by leading and delivering the employee relations strategy and operations across Europe and the Middle East. Combining strategic influence with deep technical expertise, the postholder will ensure legal compliance, effective case management, and proactive risk mitigation, while directly managing complex ER issues in a regulated, multi-site environment.

They will bring both knowledge and delivery capability to support leaders with practical solutions, alongside playing a key role in M&A due diligence and post-acquisition people risk management. Against the backdrop of OFG’s strong reputation as a leading provider of specialist and inclusive education, supporting over 6,500 children and young people across more than 90 schools, the role will embed consistent ER practices, strengthen organisational capability, and enable the Group to deliver on its vision of building incredible futures for children and young people worldwide.

KEY RESPONSIBILITIES:

* Employee Relations Leadership – Develop and deliver the ER strategy for the region, ensuring consistent application of policies and alignment with local labour laws.
* M&A Due Diligence – Lead the people-related workstream during due diligence, assessing employment liabilities, contractual obligations, and workforce risks.
* Post-Acquisition Compliance – Oversee ER aspects of integration, including TUPE/transfer processes, works council engagement, and collective agreements.
* Case Management – Advise and coach business leaders on complex disciplinary, grievance, and performance matters, ensuring fairness and compliance.
* Policy Governance – Maintain and update regional HR policies and procedures, ensuring they meet local legal requirements and best practice standards.
* Regulatory Compliance – Partner with legal and compliance teams to mitigate people-related risks in regulated settings.
* Stakeholder Partnership – Build strong working relationships with business leaders, legal teams, and employee representatives to enable effective resolution of people matters.

**STANDARD RESPONSIBILITIES:**

There are a number of standard duties and responsibilities that all employees, irrespective of their role and level of seniority within OFG Group are expected to be familiar with and adhere to.

Leads, manages, and participates in an annual performance review programme

Works, always, in accordance with the policies and procedures of the OFG Group and statutory regulations applicable to the Group.

Observes, always, strict rules of confidentiality appropriate to the post.

To always comply with the requirements of Health and Safety Regulations to ensure their own wellbeing and that of their colleagues.

OFG Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expect all employees to work in accordance with this.

Ability to work attentively and accurately with data inputting

Undertakes other duties as assigned.

**EXPERIENCE, SKILLS & QUALIFICATIONS:**

* Extensive employee relations experience across multiple European and Middle Eastern jurisdictions.
* Demonstrated expertise in M&A due diligence and post-acquisition ER integration.
* Deep understanding of employment law, TUPE, and collective bargaining.
* Strong coaching and advisory skills for senior leaders.
* Experience in regulated, multi-site environments, ideally in education, healthcare, or similar sectors.
* Ability to manage high-risk, complex ER cases in a sensitive and commercially pragmatic way.

Job Holder’ signature

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed on behalf of the OFG Group

Name: : \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Title:

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_