JOB TITLE: Global Head of People Integration & Organisational Tranformation

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) continues its journey of ambitious growth and international expansion, this role will be pivotal in shaping the Group’s organisational future by leading the design, implementation, and continuous improvement of its global people integration and transformation agenda.

Partnering closely with senior business leaders and the corporate development/M&A team, the postholder will ensure seamless integration of acquired organisations while scaling systems, processes, and operating models to support both immediate growth and longer-term strategic readiness for exit. 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 in the UK and beyond the role will provide the leadership required to embed organisational capability, drive transformation, and enable the Group to deliver on its vision of building incredible futures for children and young people worldwide.

KEY RESPONSIBILITIES:

* **Integration Leadership** – Design and execute a consistent, repeatable playbook for people and culture integration post-acquisition, ensuring alignment with OFG’s values, operating model, and growth ambitions.
* **Global HR Transformation** – Drive transformation of global HR systems, processes, and governance frameworks, ensuring scalability, efficiency, and best practice adoption. Collaboration with global stakeholders to design solutions that support consistency, interoperability, and scalability, without compromising the unique operational, cultural, or regulatory needs of individual regions
* **Organisational Design** – Partner with senior leadership to develop and implement organisation structures that enable performance, collaboration, and sustainable growth.
* **Programme & Project Management** – Lead a global HR PMO, managing multiple integration and transformation workstreams concurrently.
* **Stakeholder Engagement** – Build strong relationships across executive, operational, and functional teams to secure alignment and sponsorship for transformation initiatives.
* **Change Management** – Embed new processes, technologies, and cultural norms across diverse geographies through structured change programmes.
* **Continuous Improvement** – Identify opportunities for improvement, standardisation, and automation across the people function.
* **Risk Management** - Effectively identify and manage risks, contributing to the development of organisational risk management processes and policies

**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:**

* Expertise in **systems development that improves organisational efficiency, consistency, and alignment across functions,** process optimisation, and organisational design.
* Proven track record in **business transformation and M&A integration** in a complex, multi-site, and regulated environment.
* Strong **project and programme management** skills, ideally with PMO leadership experience.
* Skilled in **cross-cultural stakeholder engagement** and influencing at executive level.
* Experience in private equity-backed or high-growth scaling businesses desirable.
* Exceptional problem-solving, analytical, and change management capabilities.

Job Holder’ signature

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

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

Signed on behalf of the OFG Group

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

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