

PERSON SPECIFICATION

Role: Head of People and Learning			
ATTRIBUTES	ESSENTIAL	DESIRABLE	ASSESSMENT
QUALIFICATIONS AND TRAINING - Degree level qualification. - Chartered Membership of the Chartered Institute of Personnel and Development. - Evidence of continuing professional development demonstrating commitment to lifelong learning and professional practice.	✓ ✓ ✓		Verification of qualifications
PROFESSIONAL KNOWLEDGE AND EXPERIENCE - Experience operating in a senior strategic Human Resources leadership role. - Demonstrable success in developing and delivering organisational people strategies aligned to corporate objectives. - Comprehensive knowledge of employment law, workforce policy and contemporary HR best practice. - Experience of workforce planning, organisational development and organisational change at a strategic level. - Experience of leading complex employee relations matters, including disciplinary, grievance, capability and consultation processes. - Significant experience of working in partnership with Trade Unions and/or staff representative forums. - Experience of leading pay, reward and job evaluation frameworks within a public sector or similarly regulated environment. - Proven track record of providing advice and constructive challenge to Boards, Chief Executives and senior leaders. - Experience of developing and implementing equality, diversity and inclusion strategies and initiatives. - Experience of leading organisational learning, leadership development, talent management and succession planning arrangements. - Experience within the public sector or wider public services environment. - Knowledge of Scottish Government pay policy and public sector workforce frameworks. - Experience contributing to national workforce, equality or organisational development initiatives.	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓	Application & Interview
SKILLS & QUALITIES ALIGNED TO SCRA'S VALUES AND INCLUSIVE STANDARDS AND BEHAVIOURS FRAMEWORK Value: Supportive Behaviours: Working Together; Developing Self and Others - Highly emotionally intelligent and resilient, with the ability to navigate complex and sensitive workforce matters whilst supporting others. - Leads and inspires teams effectively, fostering trust, accountability, collaboration and high performance. - Strong commitment to developing people, building organisational capability and supporting leadership development. - Creates psychologically safe environments where staff feel valued, supported and able to contribute fully.	✓ ✓ ✓ ✓		Application & Interview

