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Head of Resourcing and Talent

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| LOCATION | Presence required in Brandon Trust Head Office, Bristol. This role will involve working flexibly from home, across Brandon sites and other locations as required and working remotely using Brandon technology |
| ACCOUNTABLE TO | Chief People Officer and/ or People Director |
| DBS STATUS | Basic disclosure required |
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**PURPOSE**

The Head of Resourcing and Talent is a strategic leadership role within the People Team, responsible for driving transformational change in recruitment, learning and development to align with Brandon Trust’s mission and values. With a focus on innovation and collaboration, this role will lead the creation of a future-focused talent strategy, ensuring the organisation attracts, retains, and develops exceptional people while fostering a culture of inclusion, equity, and excellence.

As part of the People Team’s leadership group, the Head of Talent will contribute to organisation-wide strategy, championing initiatives that enhance the employee experience, deliver on strategic goals, and support Brandon Trust in becoming an employer of choice within the care and not-for-profit sectors.

The role will leverage senior leadership expertise across recruitment, talent and learning and development, ensuring both strategic and operational direction continues momentum to drive and deliver change and transformation, fix business as usual activity (including utilisation of automation) and bring new, key initiatives, working with the senior leadership and executive leadership teams.

KEY DELIVERABLES

**Strategic Talent Leadership**

* Develop and execute an overarching Talent Strategy that integrates recruitment, learning, and development to align with Brandon’s strategic objectives.
* Champion a data-driven approach to talent planning, leveraging analytics to anticipate workforce needs, monitor trends, and inform decision-making.
* Lead strategic workforce planning to ensure Brandon is prepared to meet current and future demands with the right skills and talent.
* Drive the design and delivery of transformative initiatives that position Brandon as a sector leader in talent attraction and retention.

**Transforming Recruitment**

* Redefine the recruitment strategy to meet the organisation’s ambitious goals, ensuring processes are modern, inclusive, and aligned with Brandon’s EVP.
* Oversee the optimisation of recruitment technology (e.g., Tribepad) to improve efficiency, candidate experience, and data visibility.
* Partner with senior leaders to ensure executive and senior-level recruitment processes attract exceptional talent while promoting Brandon’s values.
* Embed a focus on EDI across all recruitment practices, ensuring diverse talent pools are engaged and supported.
* Implement refreshed and clear policies, processes and programmes of activities, including new projects.

**Driving Learning & Development Excellence**

* Lead the creation of a comprehensive Learning & Development strategy that promotes continuous growth, skills development, and career progression across the organisation.
* Oversee the design and implementation of leadership development programmes to build future-ready leaders capable of driving Brandon’s mission forward.
* Promote a culture of learning by embedding innovative, flexible training solutions tailored to diverse workforce needs.
* Regularly evaluate and update learning models and frameworks to remain relevant to industry advancements and compliance standards.

**Shaping Career Pathways**

* Develop and implement robust career pathways that enable employees to envision and achieve long-term progression within Brandon.
* Create competency frameworks that clearly define the skills and behaviours needed for success at every level, supporting performance management and development planning.
* Design and execute a strategic approach to early careers, including apprenticeships and graduate schemes, to build a strong pipeline of talent.
* Ensure sponsorship continues to be utilised to leverage talent across a diverse candidate base.

**Enhancing the Employee Value Proposition (EVP)**

* Lead the development and communication of a compelling EVP that resonates with current and prospective employees.
* Partner with Communications teams to ensure consistent messaging around the EVP both internally and externally.
* Ensure the EVP reflects Brandon’s commitment to equity, diversity, and inclusion while showcasing the organisation as an innovative and supportive workplace.

**Leadership & Change Management**

* Act as a strategic partner to the Executive and Senior Leadership Teams, contributing to key initiatives, including workforce transformation and Plan B.
* Lead the Recruitment and L&D teams through change, fostering a culture of collaboration, innovation, and continuous improvement.
* Champion equity, diversity, and inclusion as a core pillar of Brandon’s culture and strategy, driving meaningful change in how the organisation attracts and develops talent.
* Provide expert guidance and insight on talent challenges and opportunities, ensuring alignment with organisational goals.

**Governance, Analytics, and Data Reporting**

* Ensure all recruitment and L&D activities comply with relevant legislation and governance frameworks, maintaining Brandon’s high standards of accountability.
* Establish robust metrics and reporting systems to evaluate the impact of talent strategies and initiatives.
* Present data-driven insights to the Chief People Officer, Executive Team, and wider leadership, building confidence in the direction and effectiveness of talent activities.
* Oversee visa sponsorship processes, ensuring compliance while optimising talent access.

**KEY RELATIONSHIPS**

* Work collaboratively with the People Director, Head of Transformation and Change, and Chief People Officer.
* Build strong partnerships with operational leaders and other stakeholders, ensuring talent strategies are embedded across the organisation.
* Represent the Talent function in leadership forums and contribute to decision-making on wider organisational strategies.

PERSON SPECIFICATION

**Education & Training**

* A relevant professional qualification (e.g., CIPD Level 5, ideally level 7) or equivalent experience in strategic HR, recruitment, and L&D.
* Evidence of advanced training or qualifications in leadership, talent management, or organisational development.
* Demonstrable commitment to ongoing professional development and staying abreast of industry trends and innovations.

**Achievements & Experience**

* **Proven Leadership:** Significant experience in a leadership role within recruitment, learning, and development, with responsibility for strategic planning and operational execution.
* **Strategic Impact:** A successful track record of designing and delivering innovative talent strategies, including employee value propositions (EVPs) and succession planning, aligned with organisational goals.
* **Change Management:** Experience leading large-scale organisational change or transformation initiatives, particularly around workforce planning, talent development, and cultural alignment.
* **Operational Excellence:** Demonstrated ability to optimise recruitment processes, utilising technology and data to improve outcomes, drive efficiency, and enhance candidate and employee experiences.
* **Sector Expertise:** Experience in a values-driven organisation or regulated environment, preferably within the care, not-for-profit, or public sector, with a deep understanding of industry-specific challenges and opportunities.

**Skills & Abilities**

* **Strategic Vision:** Exceptional ability to translate organisational objectives into cohesive, actionable talent strategies that drive long-term success.
* **Data-Driven Insights:** Proficient in analysing workforce and talent data to identify trends, inform strategic decisions, and measure success.
* **Leadership & Influence:** Demonstrated ability to inspire, mentor, and lead high-performing teams while influencing stakeholders at all levels, including board-level executives.
* **Innovative Problem Solving:** Strong ability to navigate complexity and ambiguity, providing forward-thinking, innovative solutions to meet strategic objectives.
* **Exceptional Communication:** Excellent interpersonal and presentation skills, with the ability to clearly articulate strategies and initiatives to diverse audiences.
* **Technology Proficiency:** Advanced understanding of HR technologies, recruitment platforms (e.g., Tribepad), and learning management systems to optimise operations and outcomes.

**Personal Attributes**

* **Values-Driven Leadership:** Strong alignment with Brandon Trust’s values, demonstrating ethical and inclusive leadership that empowers both employees and those supported by the organisation.
* **Collaborative Mindset:** A natural collaborator who fosters partnerships across teams and functions to achieve shared goals.
* **Resilience & Adaptability:** Ability to thrive under pressure, manage competing priorities, and adapt to the dynamic needs of a transforming organisation.
* **Inspirational & Empowering:** Committed to building a positive, inclusive culture that supports professional growth, well-being, and engagement across the workforce.

BRANDON VALUES AND BEHAVIOURS

**OUR VISION:**

**A world where people of different abilities truly belong.**

**OUR PURPOSE:**

**We work alongside people of different ability, so they are able to create opportunity and feel empowered to live the life they want.**

**OUR VALUES:**

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**OUR BEHAVIOURS:**

