The Scottish Further and Higher Education Funding Council (SFC) is the national, strategic body that is responsible for funding teaching and learning provision, research and other activities in Scotland's 26 colleges and 19 universities and higher education institutions.

**Deputy Director, People & Transformation**

**Salary in the range (M2) - £65,478 - £77,214 per annum (1.0 FTE)**

As one of the biggest investors of public funds in Scotland, we make a huge contribution to Scotland’s economy and wellbeing, securing impact and quality outcomes for students, employers and wider social and economic objectives.

We are looking for a passionate and experienced People professional to join our Senior Management Team and lead our people agenda as we enter a period of growth and change.

This is an exciting time for the organisation: following a national Review of our mission, we are refocusing our priorities, operations and capabilities, in order to add even greater value and make a difference for Scotland.

This new post will play a pivotal role in helping us shift gear on a number of fronts and will lead the process to make sure our vision, values, people, culture, systems, processes and policies are strongly aligned to support the delivery of our new strategic framework.

Our ideal candidate will be a fully qualified HR professional with substantial experience of leading People functions across the broad spectrum of HR and organisational development activity, together with evidence of success in shaping the delivery of the People function to be impactful and future-focused while making efficient use of resources.

You will be passionate about fair work and inclusion, and will be able to show evidence of your success in working in partnership with trade unions and the wider workforce to create an environment that gets the best out of people and drives excellent organisational performance.

With a positive, inclusive and collegiate leadership style, you will be able to show how you have used your exceptional people leadership and interpersonal skills to
motivate, develop and inspire people to deliver outstanding performance; and how you have used your ability to listen and influence to create successful outcomes and make an impact. You will be a hands-on team player with an ability to work at pace and manage multiple tasks.

SFC is a friendly welcoming team and believes it is at its best when its work is informed by different perspectives. We are therefore keen to receive applications from talented individuals from all walks of life. Applications from candidates with disabilities and those from minority ethnic communities are encouraged.

We will consider flexible working arrangements for this position.

This role is normally based in our Edinburgh office. Due to the pandemic our staff are still largely working from home, with some access to the office. Over the coming months we will develop our future model of hybrid working.

No CVs accepted.

Application and equality monitoring forms, together with further details on the vacancy are available from our website.

The closing date for applications is 9am on Monday 21 February 2022. It is intended that remote interviews will take place in the week commencing 7 March 2022.

*Committed to equality of opportunity*