

Role Title: Human Resources Director

Guidance for Candidates: Suitability Statement

As part of the selection process, you are asked to provide a **Suitability Statement** outlining how your skills and experience make you a strong candidate for this role.

Your suitability statement should be a concise narrative and be no more than 2 pages explaining how you meet the **essential criteria** listed below. It should draw on your most relevant experience, demonstrating both the **scope of your responsibilities** and the **impact of your contribution**.

This is your opportunity to show how your background and achievements align with what the role requires.

Essential Criteria

In your statement, please address how you meet each of the following essential accountabilities:

1. Demonstrates a successful track record of developing and delivering organisation-wide People strategies that align workforce priorities with organisational objectives and external partnerships.
2. Demonstrates experience of influencing Executive or Board-level leaders through strategic advice, constructive challenge and the use of workforce data and organisational insight.
3. Demonstrates experience of leading workforce planning, organisational design, succession planning and capability development to support organisational transformation and future strategic priorities.
4. Demonstrates experience of leading a high-performing People function, developing senior leaders and driving continuous improvement across HR services.
5. Demonstrates experience of shaping organisational culture, leadership capability, employee engagement, talent development and inclusion to improve organisational performance.

Accessibility and Support

If you require any reasonable adjustments or additional support to complete this stage of the process, please let us know as soon as possible. We are committed to ensuring the selection process is fair, inclusive, and accessible to all candidates.