

Helpdesk Report:  
Deputy Director of HR and  
Organisational Development

by

Incomes Data Research

November 2021

This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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## 1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role:

- Deputy Director of HR and Organisational Development

## 2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

### 2.1. Market data

The following sections provide the aggregate market salary for a full-time Deputy Director of HR and Organisational Development.

#### 2.1.1. NHS data

In this section we provide information on the salary range for the pay band(s) likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Deputy HR directors in the NHS on pay Band 8c or Band 8d, depending on the size of the trust/setting. The current salary ranges are between £65,664 and £75,874 (Band 8c) a year and between £78,192 and £90,387 (Band 8d) a year. Roles based in London and high-cost areas in the South East/South qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,608 and a maximum payment of £7,097;

- Outer London – 15% of basic salary, subject to a minimum payment of £3,898 and a maximum payment of £4,967;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,066 and a maximum payment of £1,845.

### 2.1.2. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service.<sup>1</sup>

#### HR Function Head, job level 9

Sector	Company count	Lower quartile	Median	Upper quartile	Average
Whole economy	57	£62,356	£68,123	£81,682	£70,563
Public sector	33	£62,276	£68,450	£76,968	£69,022

Source: IDR Pay Benchmarker.

### 2.1.3. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s). It is a guide to starting pay for these roles, and in some cases also provides a guide to the maximum that might be achieved.

#### Human Resources, South East England, public sector

Job role	Range £pa	Typical £pa
Head of HR	£55,000 - £70,000	£65,000
HR Director	£70,000 - £100,000	£85,000

Source: Hays UK Salary Guide 2020.

<sup>1</sup> Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

## Organisational Development, South East England, public sector

Job role	Range £pa	Typical £pa
Manager	£45,000 - £70,000	£54,000
Head of OD	£50,000 - £80,000	£65,000

Source: Hays UK Salary Guide 2020.

### 3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

#### 3.1.Data

##### Job advertisements

Ref.	Organisation	Job title	Min	Max
ID410	Gosforth Academy	Deputy Director of HR, Organisational Development, Projects and Policy	£47,841	£50,938
ID411	University of Oxford	Head of Organisational Development	£42,149	£50,296
ID412	City of Liverpool College	Deputy Director of Human Resources	£51,000	£51,000
ID413	Parliamentary and Health Service	Assistant Director of HR	£68,000	£68,000

#### 3.2.Job advertisements

The following pages present the job advertisements for the above vacancies.

# Deputy Director of Human Resources - Organisational Development, Projects and Policy

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## Coronavirus information and advice

[Visit our dedicated COVID-19 pages for help, support and information on Coronavirus. \(/services/public-health-wellbeing-and-leisure/public-health-services/coronavirus-covid-19\).](/services/public-health-wellbeing-and-leisure/public-health-services/coronavirus-covid-19)

## Schools

The post holder will be based at one of our sites, location to be confirmed, but will be required to work across the Trust and regularly travel to our other sites.

Deputy Director of Human Resources - Organisational Development, Projects and Policy

### **THIS IS A CATEGORY "E" POST.**

Please note that in all cases written references will be taken up and made available to interviewers BEFORE the final selection stage; even if you indicate otherwise

#### **Ref:**

SNT2326(e)

Full time

£47,841 - £50,938

The employer will be The Gosforth Group which is a Multi Academy Trust.

Gosforth Group

Gosforth Academy

Knightsbridge

Great North Road

Gosforth

Newcastle upon Tyne

NE3 2JH

United Kingdom

Start date: ASAP

37 hrs per week Full time, all year

Gosforth Group is a fast growing multi-academy trust currently comprising of 6 academies, two of which opened in September 2021, and a central MAT team. We are looking to appoint a Deputy Director of Human Resources, Organisational Development, Projects and Policy, who will work across the Trust and play an important role in supporting the Trust's growth plans. This is a newly established post, forming a key part of the central MAT HR team.

Working closely with the Deputy Director of Human Resources - HR Services, the Deputy Director of Human Resources - Organisational Development, Projects and Policy, will be responsible for ensuring effective organisational development through the targeted planning, implementation and embedding of HR projects, policies and procedures and workforce learning and development initiatives, aligned to the core purpose and strategic direction of the Trust, to support and enable a culture of continuous improvement and high performance.

The Deputy Director of Human Resources - Organisational Development, Projects and Policy will also take the lead on championing workforce Equality, Diversity and Inclusion across the Trust.

The successful candidate will be able to clearly demonstrate previous experience in organisational and workforce development, the delivery of HR projects and policy development, within a unionised environment, across multiple sites. They will be a creative thinker and have excellent communication, negotiation and time management skills along with a meticulous attention to detail.

This is an exceptional opportunity to make a difference within a growing, diverse multi-academy trust.

For further details please refer to the Job Description and Person Specification for this post.

Gosforth Group is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undergo enhanced DBS clearance.

Please email your application form to [hr@ga.newcastle.sch.uk](mailto:hr@ga.newcastle.sch.uk) (<mailto:hr@ga.newcastle.sch.uk>)>[hr@ga.newcastle.sch.uk](mailto:hr@ga.newcastle.sch.uk) (<mailto:hr@ga.newcastle.sch.uk>) (or if you have any queries). Alternatively visit our website [www.gosforthgroup.org.uk](http://www.gosforthgroup.org.uk) (<http://www.gosforthgroup.org.uk>).

Closing date is 09:00 on 25 November 2021

Permanent

**Closing date:**

25 November 2021

If you would like to give us feedback on our website, please [complete this short online form](https://forms.office.com/Pages/ResponsePage.aspx?id=wLSfsgQNn0q0YsEpSx4bR2yElj3Wjj1HkyaDmvl5IpdUMIJZOVZDOTNQSijTWdDJSUdIR0tKVjhC) (<https://forms.office.com/Pages/ResponsePage.aspx?id=wLSfsgQNn0q0YsEpSx4bR2yElj3Wjj1HkyaDmvl5IpdUMIJZOVZDOTNQSijTWdDJSUdIR0tKVjhC>)

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## Most popular pages

- [Make a payment \(/pay\)](#)
- [Registering a birth \(/services/births-deaths-and-marriages/births/register-birth\)](/services/births-deaths-and-marriages/births/register-birth)
- [Jobs and careers \(/services/jobs-and-careers\)](/services/jobs-and-careers)





# Head of Organisational Development

## University of Oxford - Saïd Business School

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<b>Location:</b>	Oxford	<b>Placed On:</b>	8th November 2021
<b>Salary:</b>	£42,149 to £50,296 (with discretionary range to £54,943) per annum	<b>Closes:</b>	25th November 2021
<b>Hours:</b>	Full Time		
<b>Contract Type:</b>	Permanent		

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[Apply](#)

Saïd Business School is recruiting for a Head of Organisational Development reporting to the Director of People and OD, Oxford Saïd.

Are you a strategic team player who wants to make a difference to the way we approach Organisational Development at the Business School? We are looking for a forward thinking Head of Organisational Development to lead and work collaboratively across the School to create a new Organisational Development Strategy. This is an exciting time to join or new team and make a positive and visible impact. You will focus on building a high performance learning culture that will increase the capability and maximise the performance of all employees in order to drive and support the delivery of School's strategic objectives.

An effective influencer and communicator, you will establish and maintain strong relationships with line managers at all levels and will be recognised as the 'go-to' expert in relation to OD and learning. Through effective partnering with all departments and functions you will manage the identification, design, delivery and measurement of high quality, innovative and commercially focussed organisational and people development solutions that will maximise the personal growth of our employees and enhance their employee experience.

To be considered for this role you will need to have experience of operating as a senior HR/OD professional and demonstrate that you can influence and engage key stakeholders to produce and deliver an Organisational Development Strategy, Plan and Framework for the School that is aligned to the Schools Strategy and will create an inclusive learning culture and to drive and support the delivery of our strategic objectives. You will need to define and manage the annual TNA and planning process and support and advise the Senior Management Group, People Managers and HR colleagues to ensure the creation and embedding of a learning culture, and maximise the utilisation of learning and development interventions and opportunities by all employees across the School, along with a strong background in leadership and management, having previous experience of managing a small to medium sized team, with the ability to motivate and develop them.

Further information on this role and how to apply can be found in the job description.

All applications must include a CV and supporting statement. For further guidance and support, please visit <https://www.jobs.ox.ac.uk/how-to-apply>.

## Deputy Director of HR

Job in Liverpool - England - [UK](#) , L1

Company: The City of Liverpool College

**Contract** position

Listed on **2021-11-23**

Job specializations:

- Education
- HR/Recruitment

To Apply  
↓  
Tap HERE

## Job Description & How to Apply Below

### Deputy Director of HR

To be considered for an interview, please make sure your application is full in line with the job specs as found below.

**£51,000**

### Shared Contract

Responsible to:  
Director of HR

The City of Liverpool College currently serves more than a third of all 16-18 year olds in Liverpool, and educates almost 12,000 learners each year.

**We offer** the widest choice of subjects in the city, with our students engaged in a broad range of academic and vocational courses at all levels, all delivered to the highest standard of learning. The size and breadth of the college puts us at the heart of the city and brings us in contact with partners and stakeholders of all kinds, including large corporations with familiar household names as well as ongoing collaborations with Liverpool

City Council.

We work closely with local training providers and employers in the private, public and voluntary sectors, offering the widest range of further education courses, all offering practical experience as part of the programme.

The role is a newly created one which provides the opportunity to deputise for the HR Director in

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development and organisation development initiatives, and past experience of modernising HR functions. The successful candidate will also have extensive experience of working at a senior level within HR which will include influencing managers at a senior level.

Please note we will not be accepting CV's from recruitment agencies and we ask that you do not contact any hiring managers or the college with such CV's as these will not be considered.

## Position Requirements

Less than 1 Year work experience

Tap HERE to APPLY  
→ Go to Job Application Site ←

## Search for further Jobs Here:

Search here through 5 Million+ jobs:

CV Search

Type in a skill or profession

(Enter less keywords for more results. Suggestions may be selected)

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# Parliamentary and Health Service Ombudsman

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## Job details

Assistant Director of HR

Location: Manchester

Salary/Rate: Salary to £68,000 & Benefits (more may be available to exceptional candidates)

Type: Permanent

Closing Date: 29 Nov 2021

Job Reference: 4045270

Assistant Director of HR - PHSO, independent public body accountable to Parliament

The Parliamentary and Health Service Ombudsman is building a new HR team to address the needs of today and ensure the business is fit for the future. There is much to be part of, from developing our new People Strategy, to helping us establish working in a new hybrid environment, to implementing our new HR system and more.

We are seeking an experienced Leader who can shape and inspire a high performing HR team, raise the profile of HR across the organisation and develop and deliver the people strategy. This is a real opportunity to shape the future, both of HR, and of PHSO.

### About us

We currently have around 450 employees based at our two sites in Manchester and London, with ambitious plans to grow our service, and our staff numbers, to deliver our new Corporate Strategy. Our vision is to be an exemplary public services ombudsman by providing an independent, impartial and fair complaints resolution service, while using our casework to help raise standards and improve public services.

We look into complaints where someone believes there has been injustice or hardship because an organisation has not acted properly or has given a poor service and not put things right. If we decide that the organisation has got things wrong, we may make recommendations for it to put them right. This can include explanations, apologies and recommendations for the service to learn and improve.

Our work is central to helping public services recover from the impact of COVID-19.

Our values of independence, fairness, transparency and excellence resonate through everything that we do.

We are currently recruiting for an Assistant Director of Human Resources within our Corporate services team based in our Manchester office.

This role will report directly to the COO, but longer term may report to the Director of Resources. You will be responsible for leading and developing the HR division with a team of nine including two direct reports.

Your role is to create an exemplary HR service which supports the delivery of PHSO's strategic objectives. You will operate as a trusted partner to the Chief Operating Officer in the development and delivery of PHSO's People Strategy, working with other senior leaders to drive key projects and priorities.

Managing relationships with senior stakeholders and trade union representatives is an important aspect of this role.

The successful candidate will have a strong track record as a senior HR Professional with experience in the public sector. You will have substantial strategic and generalist HR experience that includes management of services across a range of specialist areas. Experience of advising and supporting organisations through the people aspects of change in conjunction with strong communication, stakeholder skills and team leadership is essential. The position requires up-to-date technical knowledge and best practice in the key areas of Employment Law, Employee Relations, Resourcing and Talent Management, Learning & Development, Reward and Organisation Development.

At PHSO our motto is 'live well, work well'. We offer a generous range of benefits including membership of the Civil Service Pension Scheme, a highly competitive holiday scheme, flexi-time and hybrid working. Alongside this there is also a range of CPD, wellbeing and employee assistance programmes that are geared to support development and growth.

The PHSO is committed to equality, diversity and inclusion in employment and welcome applications from all members of the community.

For further information, please speak to our recruitment partners at Hays Executive, Simon Winspear 07525 466 357 / [simon.winspear@hays.com](mailto:simon.winspear@hays.com) and Nick Irow 07715 210 286 / [nick.irow@hays.com](mailto:nick.irow@hays.com).

Contact: Simon Winspear

Office: 1st Floor, Ebury Gate, 23 Lower Belgrave Street

Phone: 03330105222

Email: [simon.winspear@hays.com](mailto:simon.winspear@hays.com)

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