



**Job Title:**  
**People Director**

**Department:**  
**People**

**Reporting To:**  
**Chief People Officer**

Please note: this job description outlines key responsibilities and duties but is not exhaustive. Additional tasks may be assigned as needed to support Magenta Living's goals and objectives.

## How your role will contribute to **Magenta Living's Purpose, Vision & Values:**

### **Our Purpose:**

Empowering people is our purpose.

### **Our Vision:**

We believe in opening doors to homes full of love, communities full of life and a world full of possibilities.

### **Our Values:**

*'Do the Right Thing'.*

This is the thread that weaves our actions, decision-making, and connections.

As People Director, you will play a pivotal role in shaping the future of our organisation by leading core people functions including Business Partnering, Potential, and Experience.

You will be instrumental in driving forward our transformation agenda, **The Road to 2030**, ensuring people remain at the heart of every strategic decision, by delivery of the people plan on a page.

This is a unique opportunity to lead cultural and organisational change, championing a people-first approach to design, delivery, and performance. You will provide high-quality strategic and operational HR leadership, supporting senior stakeholders to build high-performing teams and deliver value across the organisation.

- Lead the People function, overseeing Business Partnering, Potential, and Experience.
- Drive the implementation of The Road to 2030 transformation plan, ensuring alignment with people strategies and policies.
- Build new ways to reward and recognise our people that is reflective of our Purpose Vision and Values
- Champion a people-centric approach to organisational design and cultural change.
- Act as a trusted advisor to senior leaders, enabling informed decision-making and effective service management.
- Collaborate with the Change & Innovation team to embed a culture of empowerment, efficiency, and continuous improvement.
- Enable everyone to reach their potential, promote behaviours aligned with our values, ensuring **"doing the right thing"** is central to our culture.
- Deliver strategic People initiatives while maintaining operational excellence.
- Ensure all People services deliver value for money and support the organisation's strategic objectives.

At **Magenta Living**, our **Purpose, Vision & Values** aren't just words that sit on a page.

They serve as a constant reminder of **why we do what we do**.

*Let's all **#BeMoreMagenta**.*



## What you will bring to us:

### Essential Skills & Experience

- Proven experience in leading complex organisational change and cultural transformation.
- Strong strategic HR/People leadership within a commercial or fast-paced setting.
- Significant experience in driving colleague potential and building worldclass teams
- Experience of a performance focused organisation to ensure colleagues and magenta thrive
- Strong experience of creating a people experience model that focuses on the colleague journey and builds a strong customer experience
- Proven track record of building a strong reward and recognition strategies with successful deployment
- Ability to deliver both strategic initiatives and hands-on operational support.
- Excellent communication and influencing skills at all levels.
- A proactive, solution-focused mindset with a track record of delivering results.
- Experience in driving efficiencies and embedding value-for-money principles.

### Education & Qualifications

- Chartered Member of the CIPD (or equivalent professional body).
- Demonstrable continuing professional development in HR leadership and transformation.
- Postgraduate qualification in HR, Organisational Development, or Leadership is desirable.
- Coaching or facilitation qualifications would be ideal.
- Experience working within a shared services or matrixed HR environment.

**This role is not subject to a mandatory DBS check.**

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