




Post title: Senior People and Resources Manager

Full time, permanent (37.5 hours a week)






-  Location: St Cuthbert's Hospice, Durham
-  Contract: Full time, Permanent (37.5 hours a week)
-  Salary: £43,290 - £55,420 (Hospice Band 7 Subject to Job Evaluation)

St Cuthbert's Hospice is committed to delivering high-quality, compassionate care to people with life-limiting conditions and their families. We are seeking a **Senior People and Resources Manager** to play a key leadership role in shaping our workforce, culture, and environment.

This is a unique opportunity to lead a portfolio spanning People (HR and Volunteer Services), Estates, Facilities and Guest Services - ensuring we have the people, skills and infrastructure needed to deliver safe, sustainable and high-quality care.

About the role

Reporting directly to the Chief Executive, you will:

-  Lead delivery of the Hospice People Plan, aligning workforce strategy with organisational and financial sustainability;
-  Provide expert HR leadership and advice on complex workforce issues, organisational change and employee relations;
-  Act as a trusted adviser to the Senior Management Team;
-  Oversee Estates, Facilities and Guest Services, ensuring safe, compliant and effective operational delivery;
-  Drive organisational development, fostering a positive, values-led culture and strong staff and volunteer engagement;

- ✔ Ensure robust governance, compliance, audit and assurance across People and Resources functions.

About you

You will be a values-driven leader who leads with integrity, compassion and professionalism, and demonstrates behaviours aligned to the Hospice's philosophy of care.

You will bring:

- ✔ A collaborative and supportive leadership style, building strong relationships and working effectively across teams
- ✔ A pragmatic, solution-focused approach
- ✔ Excellent interpersonal skills, with the ability to communicate with empathy, tact and professionalism
- ✔ Resilience, with the ability to work under pressure
- ✔ The ability to communicate, influence and motivate at all levels
- ✔ Strong initiative and personal accountability, with the confidence to act independently and make well-informed decisions

Qualifications & experience

- ✔ CIPD Level 7 (or equivalent experience at a senior strategic HR level)
- ✔ Significant experience providing specialist HR advice across an organisation
- ✔ Experience of managing teams and working across multiple service areas

Skills & knowledge

- ✔ Strong knowledge of employment law and HR best practice
- ✔ Ability to analyse complex information and use data to inform decisions
- ✔ Strong communication and influencing skills
- ✔ Understanding of governance, compliance and assurance processes
- ✔ Ability to manage competing priorities in a fast-paced environment
- ✔ Knowledge of health and safety principles

Why join us?

- ✔ Be part of a respected and compassionate organisation making a real difference to our local community
- ✔ Work closely with the Chief Executive and senior leaders to support the future development of the Hospice
- ✔ Lead meaningful change in a rewarding environment
- ✔ Join a culture grounded in our values.

Additional information

- ✔ Flexibility is required, including occasional evenings and weekends
- ✔ This role is subject to a Disclosure and Barring Service (DBS) check

Apply now

If you are ready to make a significant impact and help shape the future of Hospice care, we would love to hear from you. To apply please send your CV and covering letter to recruitment@stcuthbertshospice.co.uk

For an informal discussion about this post, please contact Laura Barker, Chief Executive Officer at laura.barker@stcuthbertshospice.co.uk .

Closing date

Sunday 28th June 2026.

Please note - we may close this vacancy early if we receive sufficient or a high volume of applications. Early application is encouraged.

Interview date

Monday 6th July 2026.