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| Job Title | Head of People, Culture & Volunteering |
| Reporting to | Chief Executive |
| Line Manager to | HR & Volunteering Manager, Senior HR Advisors |
| Salary | £55,000 to £60,000 per annum depending on experience |
| Contract | Permanent Full time 35 hours per week, or 28 hours per week (0.8 FTE) / Hybrid |
| Location | Multi-site across East Kent with hybrid working considered |
| Closing Date for your Application | 5pm, Monday 13 th April 2026 |
| Interview Date/s | TBC |
| Contact for Questions | About the process: hr@pilgrimshospices.org About the role: james.smith@pilgrimshospices.org |
| Website | www.pilgrimshospices.org |

Head of People, Culture & Volunteering

Pilgrims Hospices is seeking an inspiring and strategic people leader to shape our culture, workforce and volunteering so our teams can deliver outstanding end of life care across East Kent. You'll be the executive lead for the Remuneration Committee, set and deliver a values-led People, Culture & Volunteering Strategy, and provide Board-level assurance across HR, learning and volunteering governance.

What you will lead

- A team of HR, Learning and payroll professionals, enabling and enhancing our people and services across East Kent.
- Continued development of strong business partnerships with clinical and non-clinical leaders, embracing the variety of contexts we work in.
- Culture, OD and inclusion plans; annual staff & volunteer surveys with improvement actions.
- Values-based recruitment and workforce planning; fair, legally sound employee relations.
- Alignment to the CQC Well-Led framework, support for "Speak up" initiatives, and CQC-ready people systems.
- Payroll accuracy and pensions compliance with Finance; HRIS/LMS optimisation and workforce KPIs to EMT/Trustees.
- A quality learning and development offer to support career pathways, management development and professional development of our skilled workforce.
- Volunteering strategy and governance (day-to-day managed by the HR & Volunteering Manager).

About you

- CIPD Level 7 (or equivalent) and Chartered MCIPD/FCIPD; excellent influencing, coaching and stakeholder skills, strong OD/EDI and change credentials, confident with people data and systems, and able to influence at Board level.

How to apply

If you're excited by this role and want to join our passionate team, please submit your **CV** and **supporting statement** here: <https://www.pilgrimshospices.org/job-application/?role=Head%20of%20People%20Culture%20And%20Volunteering>