



Job Role

Group Head of People.

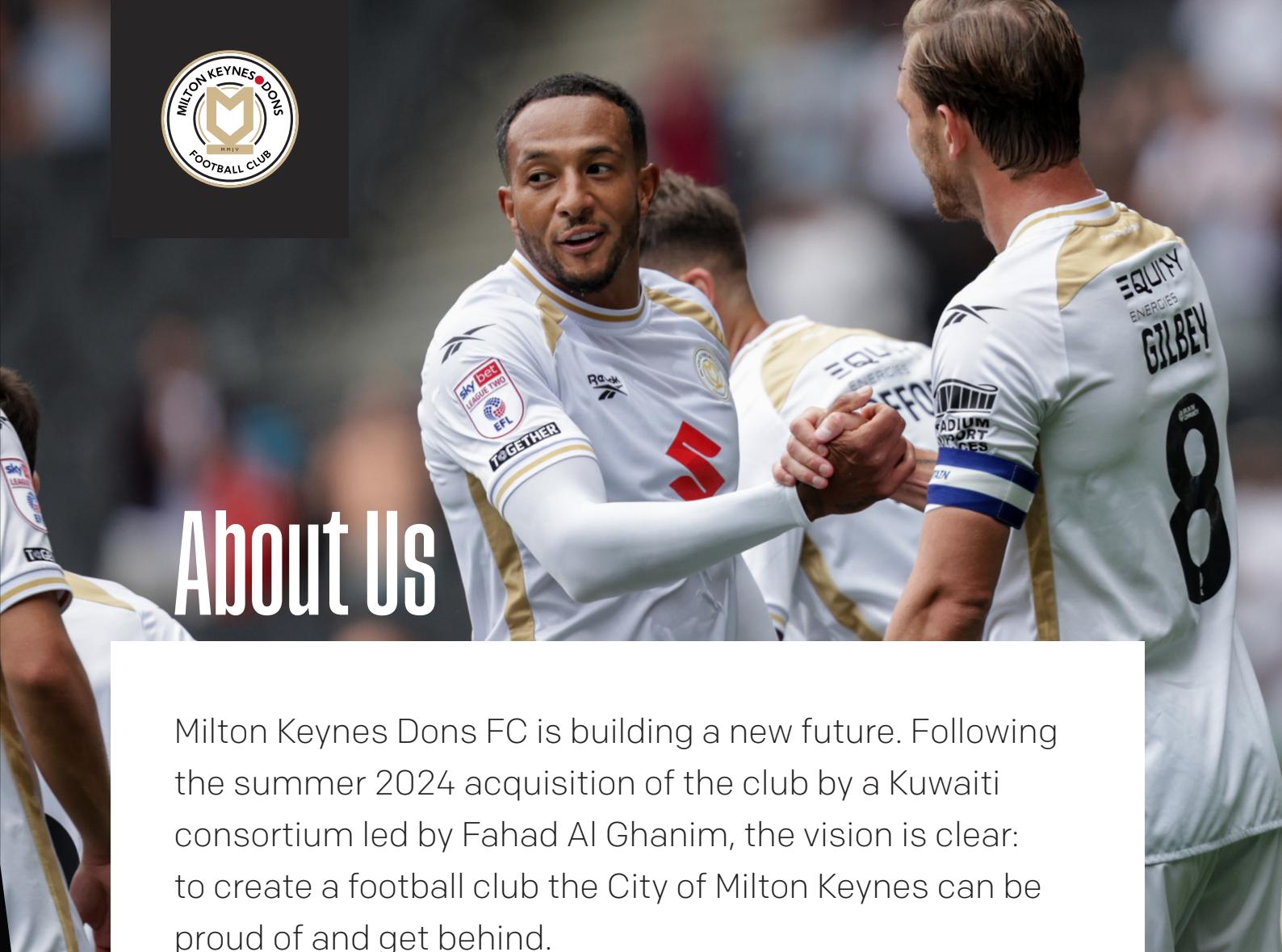
Location: **Milton Keynes**

Employment Type: **Full-time, permanent**

Reporting to: **Group CEO**

Salary: **Competitive**





About Us

Milton Keynes Dons FC is building a new future. Following the summer 2024 acquisition of the club by a Kuwaiti consortium led by Fahad Al Ghani, the vision is clear: to create a football club the City of Milton Keynes can be proud of and get behind.

As we continue to scale, we're looking for an experienced and people-obsessed leader to build and elevate an exceptional employee experience from end to end. This role will report directly to the Group CEO, Neil Hart.

Milton Keynes Dons and the Stadium MK Group is more than a football club, employing around 450 staff, the club's reach extends across the city. Stadium MK, which itself holds 30,500 spectators, also includes the 305-bedroom DoubleTree by Hilton hotel with its ballroom event space, and Arena MK, a state of the art indoor venue that holds circa 5,000 people.

The group also owns and operates one of the most listened to community radio stations in the city in MKFM and has recently taken on the operating licence for the National Bowl with a capacity of up to 60,000. The National Bowl is set to bring back large scale live music events to the city, with The Prodigy already confirmed for summer 2026. The club also has its own charity, Milton Keynes Dons Community Trust, which sits within the wider Group.





The Role

As our **Group Head of People**, you'll own the full people strategy – from talent, culture and organisational development to performance, reward and compliance. You'll be both a strategic partner to leadership and a hands-on operator, who thrives in a growing environment. This is a high-impact role where you'll shape the future of our culture and our people function.



ARENA MK



ONE CITY
ONE CLUB



Key accountabilities

People & HR Leadership

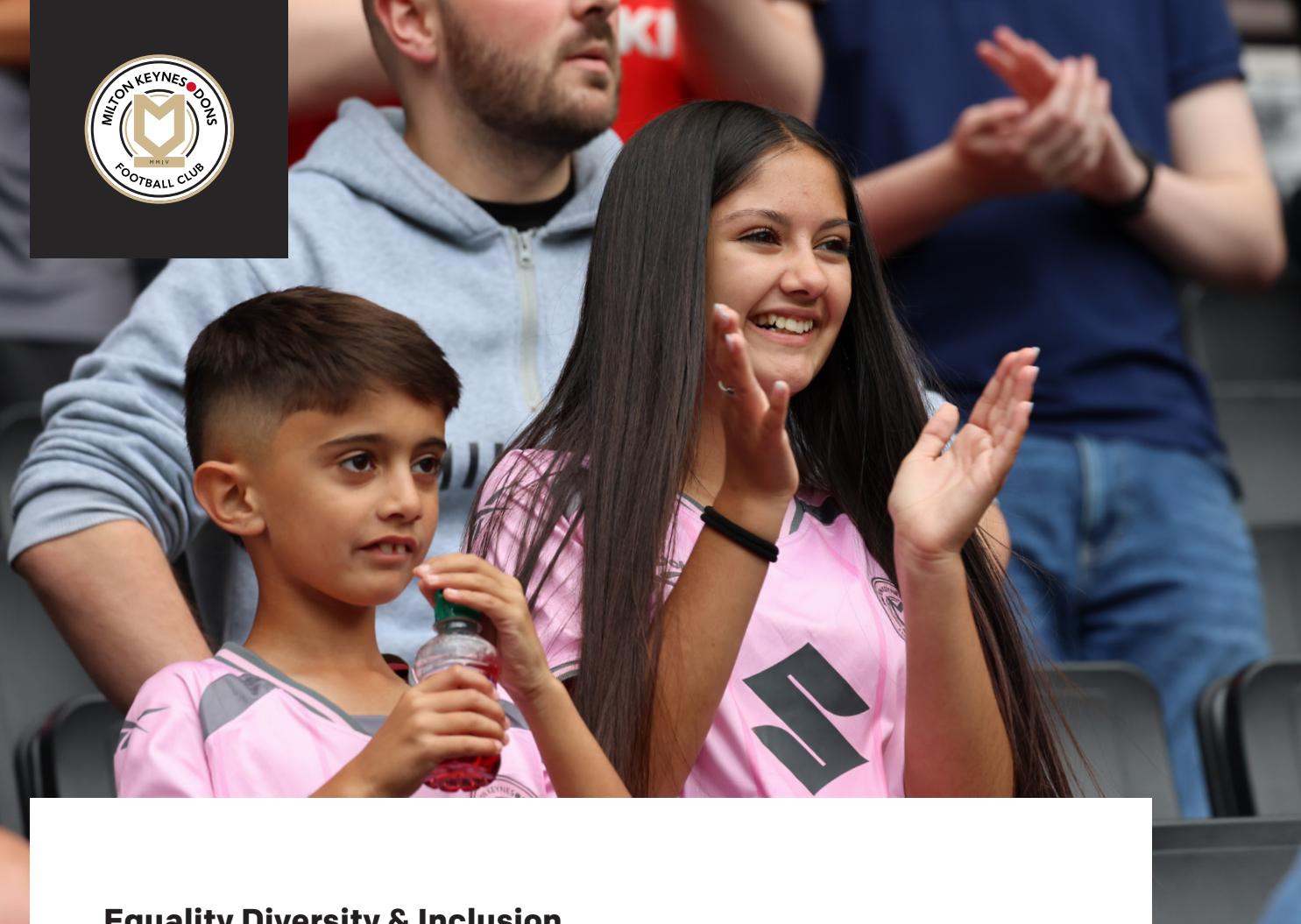
- Develop and deliver a people strategy that supports our mission, values and long-term goals.
- Lead and grow the People team, ensuring excellence across HR operations, talent acquisition, learning and development, as well as employee relations.
- Partner with the CEO and leadership team across organisational design, workforce planning and change management.
- Build scalable people processes that enhance the entire employee lifecycle.
- Drive performance management, coaching and leadership development programmes.
- Foster a high-trust, inclusive culture where people feel valued, supported and empowered.
- Ensure legal compliance across all HR practices, policies and employment matters.
- Use data and insights to shape decisions and continuously improve employee experience.



ARENA MK



ONE CITY
ONE CLUB



Equality Diversity & Inclusion

- Lead the implementation of EDI strategies, targets and actions plans across the Group.
- Monitor and report on EDI progress, ensuring compliance with legal obligations and standards across the football ecosystem.
- Partner with external experts and networks to build inclusive hiring practises an educational initiatives.

Corporate Health and Safety

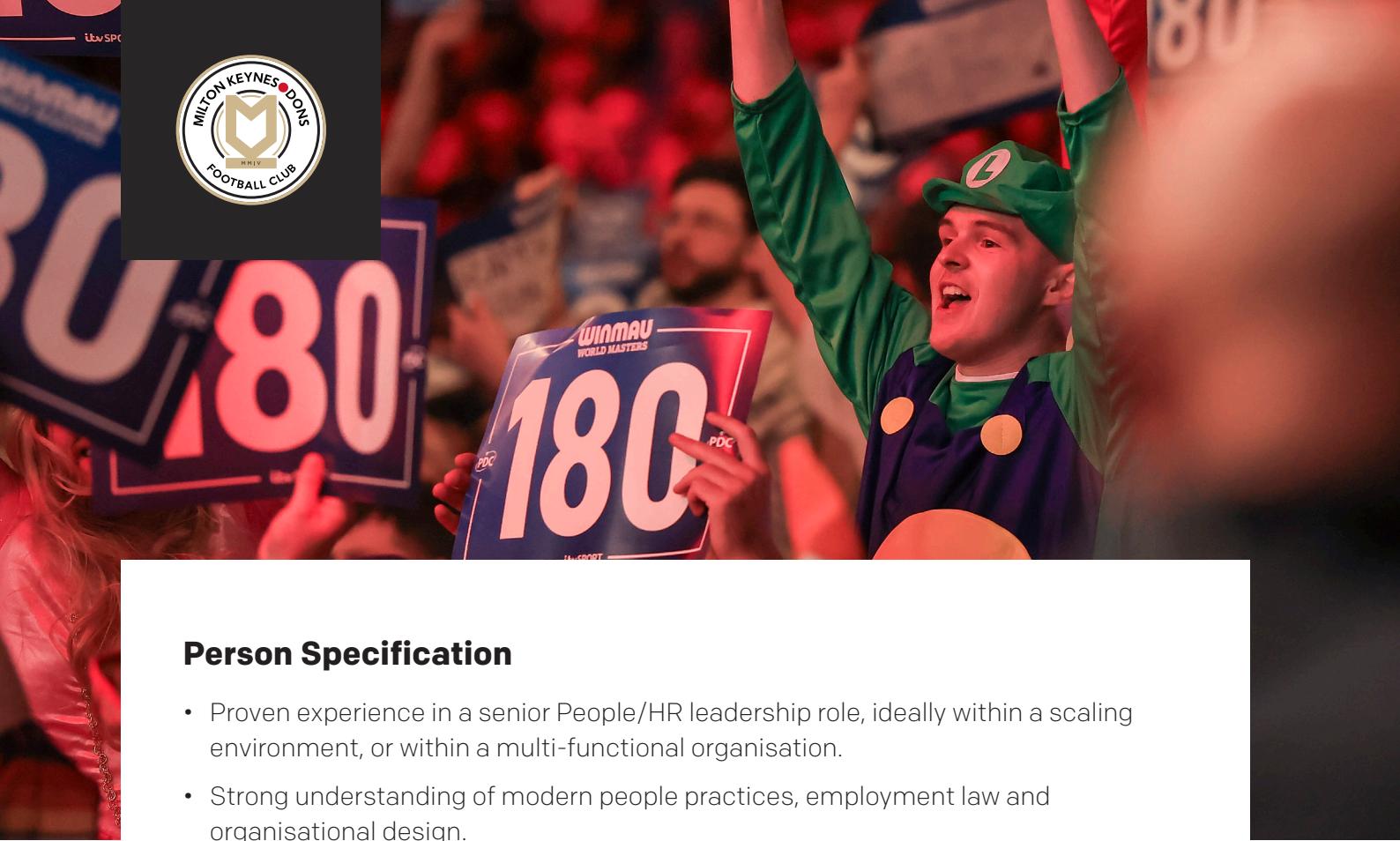
- In partnership with our Operations Director, ensure compliance with all health and safety legislation, including risk assessments, training and incident reporting.
- In partnership with our Operations Director, maintain up to date health and safety policies and embed these into the organisational culture.
- Lead a proactive approach to physical and psychological wellbeing in the workplace
- Champion wellbeing, engagement, and internal communication initiatives.



ARENA MK



ONE CITY
ONE CLUB



Person Specification

- Proven experience in a senior People/HR leadership role, ideally within a scaling environment, or within a multi-functional organisation.
- Strong understanding of modern people practices, employment law and organisational design.
- A person who demonstrates the highest standards of honesty, transparency and ethical conduct in all interactions and decisions.
- A strategic thinker who can also operate at a tactical, hands-on level.
- Excellent communication, coaching and stakeholder-management skills.
- Empathy, integrity, and a people-first mindset.
- Innovative and tech savvy with an excellent understanding of ICT and evolving people-centered technology.
- Skilled at navigating ambiguity and shaping structure where needed.
- Track record of building inclusive cultures and high-performing teams.

Desirable Skills

- Experience of working in elite sports performance or major events environments
- Relevant CIPD or equivalent professional qualification

Why Join Us?

- The chance to build a culture from the ground up
- Working closely with our Group CEO
- Competitive salary and benefits
- Opportunities for personal and professional growth



ARENA MK



ONE CITY
ONE CLUB



How to Apply.

Send your CV and cover letter to **Mel Wyley**, Executive Assistant to the CEO and Board at **melissa.wyley@stadiummk.com**.

The closing date for applications is
12pm on Monday 2nd February



ARENA MK



ONE CITY
ONE CLUB