Post Title: Director of Children's Integrated Services – Education
Grade: Soulbury 47 50

Job Purpose – Vision & Strategy

To create and drive the vision for Children's Education Division, the Council and our city, placing 'Citizens at the Heart' of all we do. To actively and effectively promote the Council's vision, values, aims, objectives and priorities to partners, national and local stakeholders, employees and Nottingham's citizens.

A key success measure in this role will be to provide strategic direction to the Children's Education Division and translate this into clear goals and objectives to deliver outcomes that make a positive difference to children and young people, putting into practice the policy decisions of executive councillors and ensuring there is clear alignment in all plans.

To work effectively in collaboration with the Corporate Director for Children and Education Services, the Children and Education Directorate Leadership Team, Councillors, colleagues and partners to support the creation of the right conditions for high performing services, and corporate ambitions for Nottingham to be a world-class city.

To provide strategic educational leadership and direction to the Children's & Education Services, schools, academy trusts and wider education partners to improve educational outcomes, standards, inclusion and opportunities for children and young people across Nottingham.

To provide professional educational advice to the Council and partners ensuring national policy, legislation, research and best practice inform education strategy and service delivery.

To be accountable for delivering on our promises and to take a lead role in robust decision making through the promotion of good governance and effective options appraisals that balance financial risk and organisational ambitions and promises.

To work to collaborate across the Directorate and wider council, supporting the creation of an integrated Children's Services, which is innovative, and drives and sustains improved outcomes for children and young people in Nottingham City.

Strategic Leadership Expectations

Leading People

1. Communicate a clear vision and purpose to inspire others.
2. Role model visible leadership through engaging and empowering all colleagues.
3. Plan for the future capability and capacity needs of the organisation and workforce.
4. Empower others to make decisions and ensure decisions are taking place at the appropriate level of the organisation.

5. Drive a high performing culture, utilising challenge and feedback techniques to drive accountability with colleagues and councillors.

Change and Innovation

1. Lead and drive change in a political and challenging public finances context.

2. Champion innovation by being open minded to new and radical ways to deliver our services and taking appropriate risks.

3. Create robust project management approaches maximising people and financial resources to deliver positive outcomes.

4. Where ambiguity exists; provide purpose and clarity of leadership, responding at pace to re-prioritise objectives in line with the organisation's changing needs.

5. Cultivate a culture of continuous improvement by encouraging colleagues to share ideas and provides leadership to recognise and reward innovation.

Collaboration

1. Work collaboratively across the Council to achieve the best outcomes for the citizens of Nottingham.

2. Actively work to break down silos by working across boundaries to deliver benefits to the citizens of Nottingham.

3. Role model collaborative working in all that you do, working in partnership with Councillors, citizens and the local community to achieve the best outcomes for Nottingham's people.

4. Use foresight to interpret and communicate the needs of Councillors and Strategic Partners and to create opportunities for collaboration.

5. Align the organisation's context and interests when negotiating and aligning resources to deliver services.

Equality, Diversity and Inclusion

1. Understand and promote equality, diversity and inclusion at every level and positively challenge inclusion measures within the workforce and in the delivery of services.

2. Bring to life fully inclusive services, demonstrating awareness of the diverse needs of our citizens.

3. Show commitment to attract, recruit and retain an inclusive workforce that represents our citizens and city.

4. Create the conditions to release the full potential of all colleagues ensuring fairness, diversity and inclusion in leadership practices.

5. Lead and champion a culture of inclusivity within the organisation where voices are respected, valued and heard.

Specific Duties

1. To provide strategic leadership, direction and management to Children's Education Services, including;
    a. Improving the quality of education and attainment
    b. Co-develop and delivery of the Inclusion and Education Strategy
    c. Improving outcomes for vulnerable pupils
    d. School Admissions and Fair Access
    e. The development and delivery of the SEND and AP Strategy
    f. Education Psychology Service Strategy and Delivery
    g. Delivery of statutory Early Years Services
    h. Elective Home Education
    i. Education Otherwise Than At School (EOTAS)
    j. Education Welfare Services
    k. Performance and Quality Assurance

2. Provide bold, brave and clear leadership to the Children's Education Services Division workforce enabling their development while fostering a performance and accountability culture, ensuring key successes are celebrated and under-performance is tackled.

3. Act as a principal advisor to the Council on strategy, policy options and the forward planning of objectives, services and resources providing professional educational advice informed by educational legislation, policy, research and best practice.

4. Lead the delivery of innovative Children and Young People's Education, Attainment and SEND services, aligned to clear objectives that are supported by key decision-making, governance and performance management arrangements to deliver our priorities.

5. To lead the Children's Education Services response to the Council's Recovery & Improvement Plan ensuring sustainable improvements in educational outcomes, inclusion and attainment for children and young people.

6. Work with Councillors, the Lead Portfolio Holder and the Leadership to understand and interpret their vision, policy and direction for the Council, and specifically Children and Young People. Ensuring a strong working relationship is developed with Councillors and displaying the skills to interpret their policy and direction into action whilst giving strong, honest and professional advice, speaking truth to power.

7. Explore new partnership and commissioning opportunities and inclusive innovative delivery models to improve educational outcomes, standards and inclusion for children and young people.

8. Provide professional educational advice and leadership to Children's & Education Services, schools, academy trusts, governing bodies and partners to improve educational standards, inclusion and outcomes for children and young people across Nottingham.

9. Lead the implementation and delivery of agreed education policy, strategy and improvement programmes, ensuring services and partnerships deliver sustained improvements in educational performance and achievement.

10. Monitor, analyse and evaluate educational outcomes, performance and statutory responsibilities across the city, identifying priorities for improvement and influencing effective system-wide responses.

11. Maintain and apply specialist expertise in educational legislation, policy, research and regulatory frameworks to inform strategic decision making, service development and continuous educational improvement.

12. Work with schools, academy trusts, regional and national partners to strengthen educational partnerships and support system-wide educational improvement across Nottingham.

13. To take strategic leadership accountability for the delivery of the priorities of Children's and Education Services Improvement Plan driving system-wide educational improvement and better outcomes for children and young people.

14. Contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities within your leadership role and championing this work through Children's Education Services.

15. Actively promote and ensure good financial management and assist in maintaining financial sustainability within the Council by practising and embedding the Council Financial Accountabilities Framework and Financial Regulations.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer; the responsibility leave of any other duties should not exceed those outlined above.

This is a politically restricted post under the provision of Section 2(1) (c) of the Local Government Housing Act 1989

All senior leaders are expected to:

- Undertake any other duties allocated by the Chief Executive
- Work outside of normal office hours where required
- Participate on an on-call Emergency Response rota
- Travel within and outside the city's boundaries when required.

Person Specification:

AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT			
		P	A	AC	D
Vision, Strategy and Delivery	Experience as a senior leader in a large and complex organisation with comparable scope, responsibilities, budget and resources.		√	√	
	Evidence of a successful track-record of creating compelling visions and successfully translating clear goals and objectives to deliver outcomes that make a positive difference.		√	√	
	Evidence of successful involvement in building the corporate reputation of a large, multi-disciplined organisation and inspiring people to deliver sustainable improvement.		√		
	Significant experience of delivering measurable improvements in educational standards, inclusion and outcomes for children and young people.		√	√	
	Extensive knowledge of education legislation, national policy, statutory education functions and education system reform.		√	√	
	Evidence of implementing innovative and progressive performance frameworks that drive accountability, balance risk and respect good governance and ensuring understanding at all levels.		√	√	
	Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving.			√	
	Demonstrate an understanding of the current issues and challenges facing local government in general and Nottingham City Council in particular.		√	√	
Leading People	Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services.		√	√	
	Evidence of empowering others to take decisions and follow through confident actions, through strong and visible leadership.		√	√	
	Evidence of successful strategies in managing your own personal resilience and wellbeing at a leadership level and promoting positive leadership practice.			√	√

	Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges.		√	√	√
Change and Innovation	Evidence of leading major change programmes in a large diverse organisation, bringing others on the journey with you.		√	√	
	Evidence of success for creating innovative service delivery models that continue to provide high-quality services within a smaller financial scope.		√	√	
	Evidence of implementing rigorous project management approaches to ensure the best use or resources.		√		√
	Evidence of leading large operational services and needing to re-focus service priorities at pace following changes outside of the organisation's control.		√	√	
	Evidence of successful cultures of continuous improvement where people feel included and involved in future directional priorities.		√	√	
Collaboration	Evidence of achieving successful partnership working variety of communities, partner organisations, private sector providers, Government, public agencies and statutory authorities.		√	√	
	Evidence of successfully promoting the interests of an organisation and engaging partners in strategic and service delivery.		√	√	
	Evidence of operating effectively and openly within the democratic process with the political acumen and skills to develop productive working relationships with Councillors that commands respect, trust and confidence.			√	
Equality, Diversity and Inclusion	Demonstrating a strategic understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to develop inclusive services within strategic partnerships.		√	√	
	Demonstrating a thorough understanding of equality, diversity and inclusion challenges posed by providing quality public services in our multi-cultural city.			√	
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.			√	

	Evidence of leading people and services to recognise, respect and value individual needs to achieve a culture of inclusivity.			√	
	Qualified Teacher Status (QTS) or an equivalent educational professional qualification together with substantial senior leadership experience in educational improvement, school leadership, education advisory services, inspection or local authority education services.	√	√		√
	Leadership and management qualification (ILM Level 7 or equivalent) or commitment to work towards.	√	√		√
	Excellent Presentation, written and verbal communication skills.		√	√	
	Ability to analyse complex data and to problem solve.		√	√	

P- Pre-Application	**A - Application**	**AC – Assessment Centre**	**D - Documentary Evidence**