

**PERSON SPECIFICATION**

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| **JOB TITLE:** | **HEAD OF EDUCATION, SEND AND INCLUSION** |
| **GRADE:** | **CHIEF OFFICER 3, LEVEL 1** |
| **REPORT TO:** | **DIRECTOR OF CHILDREN’S SERVICES** |
| **DATE:** | **NOVEMBER 2024** |

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| **EXPERIENCE & SKILLS** |
| * Substantial experience and a successful track record of managing education, SEND and inclusion services for children and families. * Extensive operational expertise to oversee quality and risk, including previous experience of managing and responding to Ofsted inspections. * Proven track record in the management and control of significant budgets. * Proven experience of strategic management within a politically sensitive environment. * Substantial experience and a proven track record of performance management in an organisation of similar size and complexity. * Substantial experience of working across organisational boundaries and professional disciplines. * Excellent track record of leading teams to deliver complex projects. * Excellent track record of leading partnerships and making them work. * Substantial experience of developing innovative and cost effective strategies, plans and programmes. * Substantial experience of motivating senior teams and monitoring progress towards identified goals. * A strong understanding of the local government context, of the local area requirements for SEND and the broader framework in which this operates e.g. DfE, Ofsted and CQC. * Excellent track record of working with the media and developing a strong approach to reputation management. * Professional qualification relevant to this post. * Evidence of continuing professional development/management development. |
| Personal Style and Behaviour |
| * An individual who is seeking significant career challenge with the drive to succeed in this important and challenging role. * A commitment to the Council’s Vision and core values. * Consistently demonstrates the highest level of professionalism and integrity. * Personal and professional demeanour and credibility which commands the confidence of   Elected Members, senior managers, staff, external partners and other stakeholders.   * A strategic thinker who acts and thinks corporately with a collaborative style that empowers others. * Leads by example, delivers without supervision and is confident in own ability to make sound decisions. * Motivated, resilient and not easily discouraged. * Behaviours outside of work commensurate with the seniority of the role and its regional standing. |