**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.
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| 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.
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