

Assistant Director for School & Setting Improvement

Recruitment Pack

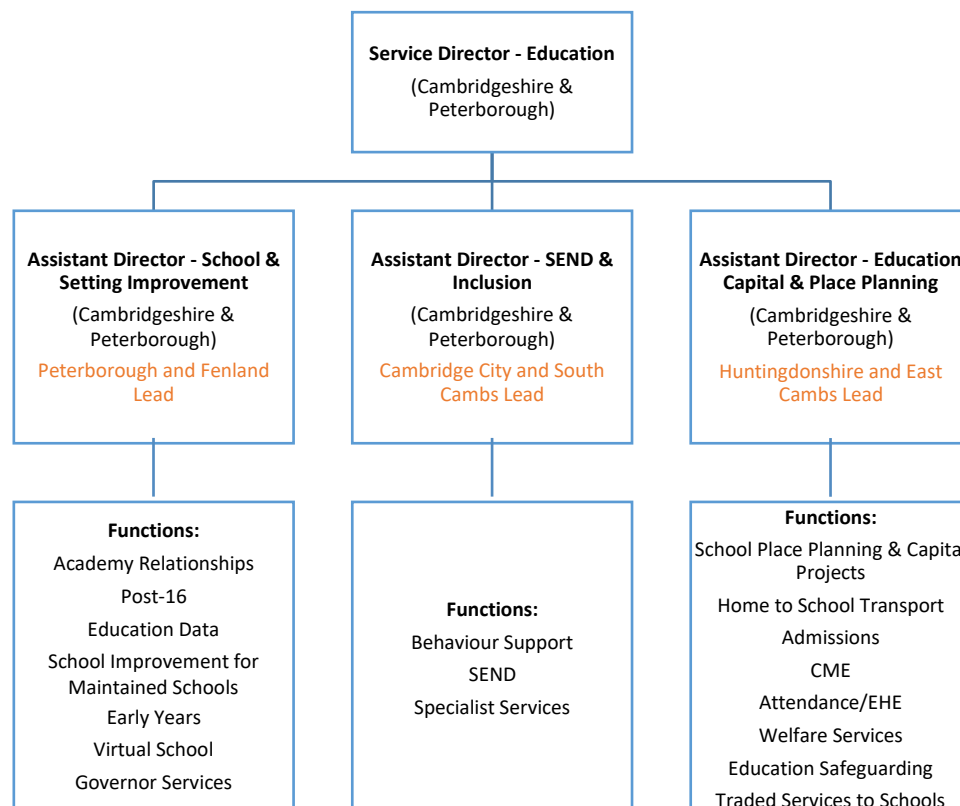
Cambridgeshire County Council & Peterborough City Council

Introduction & Summary

Over the course of 2018, Cambridgeshire County Council (CCC) & Peterborough City Council (PCC) began to undertake an innovative programme of work to identify and realise opportunities to share and integrate education services across Cambridgeshire and Peterborough. Led by our joint Director for Education, we began to align, integrate and share service leadership and delivery across both local authorities, where we could deliver benefits in terms of quality, capacity, innovation and value for money. Any changes to services, including sharing of services, is subject to strict review and based solely on a clear assessment of the benefits to both local authorities.

A key element of this programme of work has centred on **reviewing the leadership of our education services** across both authorities. Cambridgeshire and Peterborough is a large, diverse area with many similarities and differences. We believe a single, shared senior management team will offer the strategic leadership we need to design and deliver sustainable services to deliver better outcomes for children across the whole of our geography. Our Service Director and Assistant Directors will take advantage of an increased capacity for creative, collaborative resource allocation to ensure they can lead excellent education services on behalf of both local authorities.

As a result, we have restructured our senior management team for the Education Directorate across CCC and PCC. This change introduced three brand new shared Assistant Director posts, working on behalf of both local authorities to lead the delivery of particular aspects of our education services. These are captured below:



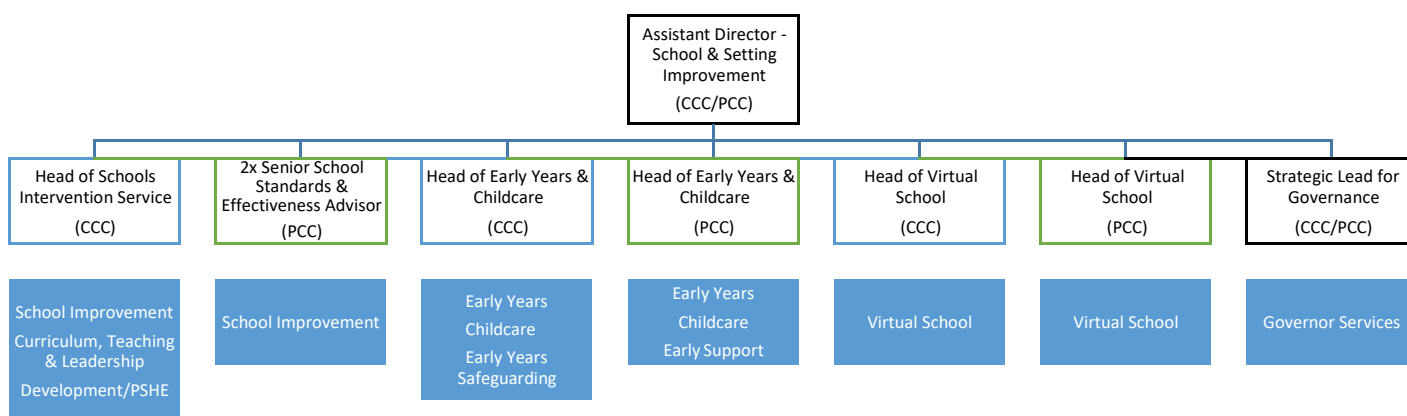
Each Assistant Director also has responsibility to act as a lead for a specific geographic area within

Cambridgeshire and Peterborough. In their area, they will be expected to act as a senior point of contact for all general issues and develop a strong knowledge base of the challenges and successes in that area, to contribute to the senior management team.

Assistant Director for School & Setting Improvement

The Assistant Director for School & Setting Improvement will be an ambitious leader with an excellent track record in delivering sustained school improvement and improving educational outcomes. They will work in the interests of both local authorities to ensure continuous improvement and high standards are being delivered in schools and early years setting across Cambridgeshire and Peterborough. They will do this, in a large part, by providing effective support to the school-led improvement system in the area.

They will require relevant and extensive senior leadership experience within an education context and have a strong understanding of the role of data in improving educational outcomes. This will give them the credibility to work with senior leaders across the local and national education system to drive improvement across Cambridgeshire and Peterborough. They will have the ability to effectively manage the interests of a wide range of senior stakeholders, providing strong leadership internally and within the wider education system. They will oversee the successful development and delivery of a range of key services delivered by our local authorities, leading an experienced team of service leaders:



They will have high levels of political awareness and sensitivity, to allow them to shape and lead in services in the interests of two local authorities. Working closely with elected members and partners, they will make a success of the opportunities offered by our ongoing shared services programme, to deliver better, more sustainable education services to improve educational outcomes for the children of Cambridgeshire and Peterborough.

They will be responsible for a budget of approximately £9million across the two authorities, including school improvement and intervention services, and funding for early years education. They will lead an experienced group of over 100 members of staff various service teams across Cambridgeshire and Peterborough, with more to be included in the final range of services (as listed above) to be led by the Assistant Director.

Why Take on The Challenge?

There is no doubt that the Assistant Director for School & Setting Improvement role is a major challenge due to the importance and scale of the role and the services it leads. However, we believe this is the right time for the right candidate to join us, and make a significant difference to the educational outcomes of children and young people in Cambridgeshire and Peterborough.

- **Take the chance to make a real impact on the way we deliver services for our children and young people.**

Our Assistant Director for School & Setting Improvement will be expected to set the direction for services within their remit, leading organisational change including aspects of our shared services programme. With this strategic leadership responsibility, they will shape how we deliver a range of services supporting school and setting improvement.

- **Lead an innovative, exciting new way of working.**

As part of the wholly shared senior management team for Education across CCC and PCC, our Assistant Director for School & Setting Improvement will be at the forefront of developing an innovative new way of delivering services across local authorities. Whilst we've started this work, there's still a long way to go and we need leaders who are ready to drive this forward.

- **Engage with a diverse and varied challenge across a broad geography.**

Cambridgeshire and Peterborough is a broad area with both common and significantly different challenges in different areas. Our Assistant Director for School & Setting Improvement will engage with all of these challenges, delivering outstanding solutions for the people and places that need them.

- **Be a part of the bold change occurring at both local authorities.**

Both local authorities are at a time of exciting change in the way they work. PCC have just moved into a state of the art new base at Sand Martin House in Peterborough, shaping the way teams work and relate to the people they serve. CCC will be undergoing a similar change in 2020, as the organisation moves out of the historic Shire Hall in Cambridge and into a new, smaller headquarters in Alconbury Weald, with the organisation as a whole reorganising itself to deliver services closer to residents in its range of offices across Cambridgeshire.

- **Work flexibly and dynamically.**

We have embraced flexible working arrangements across both local authorities. Our Assistant Director for School & Setting Improvement will be expected to work at locations across Cambridgeshire and Peterborough. By working flexibly, developing their working arrangements in consultation with the Service Director, they will be able to work in a way that ensures they're able to work as efficiently as possible given the demands of the role.

Find Out More and Apply

If you think you could be the right candidate for this major new role, we want to speak to you.

For a discussion about this role, please contact Gary Evans (0113 205 6080) or Marcia Williams (020 7426 7426 3374) of GatenbySanderson or visit www.gatenbysanderson.com/jobs/GSe54527 for further information of this unique opportunity.

Timetable

Closing date - 10am Monday 10 June

Short listing - After the closing date

Assessments and final panel interviews (further details below) – Monday 24 June 2019

How to Apply

To apply for this role, please submit an up to date copy of your CV, along with a Supporting Statement that addresses the criteria set out in the person specification, using examples to demonstrate how you meet the essential requirements. Please provide your home, work, mobile and email contact details and let us know of any dates when you are not available or where you may have difficulty with the indicative timetable. You should also provide the names, positions, organisations and contact details for two referees, one of whom should be your current or most recent employer. If you do not wish us to approach your referees without your prior permission, please state this clearly.

Final Panel Interviews

We're excited to explore how your experience and ideas will support us to achieve our aims. Therefore, we will be undertaking a broad assessment process, likely to include:

- Psychometric Testing
- Various panel interviews, including:
 - o Internal, including lead elected members for education.
 - o Headteachers
 - o Stakeholders

We will ensure we support candidates as required throughout the process to give the best possible account of themselves.