

Role Title: Director Education and Lifelong Learning.

Reports to: Executive Director for Children, Families and Lifelong Learning.

Date: November 2023

Grade: PS16

Role Purpose

As a member of council's senior leadership team, Directors work with Executive Directors and other senior colleagues to support organisational transformation so that the organisation can deliver great services to residents. Working collaboratively with members, services across the council, partners and stakeholders they will deepen partnership working to deliver the council's objectives and priorities. They will promote innovation, efficiency and customer focus to deliver effective and sustainable services in a challenging financial environment.

This role is a member of the Children, Families and Lifelong Learning senior leadership team contributing proactively to directorate strategy and playing a key role in improving outcomes for children, young people and their families through the strategic leadership and delivery of education and lifelong learning strategies in Surrey. Working collaboratively with internal and external partners it will ensure that the council's statutory education duties are effectively met and that Surrey's children, young people and adult learners are supported to thrive and reach their full potential.

The post holder will use clear and visible leadership skills to develop the vision for modern, cost effective, customer-focused services to ensure that children, young people, their families and learners of every age receive the highest quality of provision.

Leadership

Work collaboratively with Executive Directors to develop the council's strategic approach to service delivery and business improvement to deliver the council's priorities.

Provide expert professional advice to Executive Directors and member portfolio holder(s) as required, and work collaboratively with senior colleagues to engage partners and colleagues across the organisation to deliver the strategic vision.

Provide professional leadership to staff, ensuring delivery of statutory and non-statutory responsibilities in line with agreed strategy and fostering a strong culture of standards, performance and accountability to deliver public value and efficiency.

Role model the council's behaviours and leadership expectations, and ensure that all approaches and outcomes are consistent with organisational and public service values.

Lead transformational change within area of responsibility using innovation and creativity to develop services to meet the changing needs of end users.

Foster strategic partnerships between and beyond services that promote sustainable service improvements and build organisational capacity, resources and resilience.

Look beyond the council's boundaries to identify innovative approaches and best practice that could deliver improved outcomes for the people of Surrey.

Develop and deliver business and operational plans focused on optimising the use of services and resources. Maintain effective budgetary control, while ensuring legal, regulatory and policy compliance within area of responsibility and that effective systems operate to manage performance and risk.

Work inclusively with a diverse range of stakeholders and provide leadership on equality issues to promote equality of opportunity.

Key Functional/Service Accountabilities

Promote education excellence, working within the service and directly with school governing bodies and the Department for Education to define and clarify the role of the local authority in response to policy developments.

Work closely with the Executive Director of Children, Families and Lifelong Learning (the statutory Director of Children's Services) to ensure that the statutory obligations of the DCS in relation to education services are fully discharged.

Lead school improvement ensuring that schools have good systems in place for policy development, performance management and that they are supported and challenged to provide the highest standards of learning.

Provide professional education leadership working locally, regionally and nationally to build and maintain partnerships with school Governors, Head teachers and other partners and groups to develop new models of partnership and collaborative work between schools, delivery vehicles and support to schools to secure best outcomes for learners.

Lead on strategic developments for children with special educational needs (SEND) and for early education and care promoting effective partnership working and user engagement.

Be an effective client side lead with any outsourced providers, actively reviewing all services provided in this part of the directorate to identify 'right source' for their future delivery, including outsourcing, co-sourcing or in-sourcing to ensure most effective and efficient delivery methods.

Develop and drive implementation of the council's lifelong learning strategy to promote skills advancement and consistent pathways for learning.

Provide effective leadership to adult and community learning, to support community wellbeing and provision of effective, universal services. Drive the shaping of this valued public service to promote cost effective methods of service provision into the future.

Champion the interests of learners of all ages, parents, families and vulnerable children and young people across all related services. Across the directorate, play a major role in involving and listening to parents, carers, children, young people and other service users so that their voice and views inform and shape services and support.

Build capacity and flexibility in the services managed to respond to the findings of service inspections, legislative changes and national policy developments to support improvement.

Lead a professional team providing effective management and development of staff and a clear vision and direction for all.

Dimensions

- **Financial:** TBA
- **Direct reports:**
 - **Assistant Directors: Inclusion and additional needs x 4**
 - **Education**
 - **SEN Recovery.**

Person Specification

Education, training and work qualifications:

- High calibre degree or equivalent level qualification or ability to demonstrate intellectual ability of a significant level.
- Evidence of continued professional, managerial and personal development in relevant professional area.

Knowledge:

- Knowledge of the issues facing local government and the wider economy and how they impact relevant service areas.
- Up to date professional knowledge base of the key areas relevant to the role and insight into the relationship between different fields.
- Awareness of the legislation and guidance relevant to the role and the implications that changes to legislation may have, including Inspection Regulations and what it means to be Inspection ready.

Skills and abilities:

- Ability to balance strategic leadership and direction with effective operational management.

- Ability to foster an open and trusting culture with the ability to lead change through others and inspire high levels of performance.
- Outstanding relationship management and networking skills, and the ability to foster joint working across service boundaries.
- Excellent analytical thinker able to apply a significant degree of evaluative judgement and provide practical and creative solutions.
- Able to identify economic, market and customer issues and use these to promote innovative business models, commercial partnerships and agreements to deliver greatest value.
- Political sensitivity with an ability to make progress in complex policy areas and a strong belief in the value of local democracy and accountability.
- Commitment to Surrey County Council's values and behaviours and equal opportunity policy, with an ability to demonstrate personal leadership on the importance of diversity.

Relevant experience:

- Substantial experience, evidenced by a solid track record of success, leading a significant organisational function or service in a complex environment.
- Strong track record of partnership building and driving value for money.

Other requirements

Politically restricted officer post.

Satisfactory DBS clearance.