Knowsley Council

Person Specification			
Post title	Education Improvement Officer	**Grade**	PMG3 / £71,901 - £78,153 per annum

This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are 'spent', in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Knowledge and sensitivity of working in a political organisation to deliver organisational priorities.	CV/SS, I
S2	In depth understanding of education and a general understanding of local authority services.	CV/SS, I
S3	Significant and successful experience as a senior primary or secondary school leader / head teacher.	CV/SS, I
S4	Strong and varied record of achievement at a senior level in education in complex political environments, preferably in local and/or central government or schools/MATs.	CV/SS, I
S5	An understanding of local government, central government, and its partners, their roles structures and relationships and relationships in relation to education.	CV/SS, I
S6	Significant senior level experience of: •Building and maintaining strategic relationships and partnerships. •Leading teams, providing direction and managing performance •Operating effectively and collaboratively as part of a senior team	CV/SS, I
S7	Experience and ability to build effective working relationships with a wide range of stakeholders. Be able to negotiate, influence and give advice to senior managers and/or Members and partner organisations.	CV/SS, I
S8	Evidence of creative, innovative thinking, encouraging ideas from across teams, creatively working around new constraints and challenges and capable of translating ideas into policy and practice.	CV/SS, I

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S9	Experience of strategic financial management and successful prioritising and targeting of resources.	CV/SS, I
S10	Up to date knowledge of education policy (curriculum, assessment, performance data, reporting requirements, pedagogy and statutory requirements).	CV/SS, I
S11	Able to analyse and monitor performance data, meticulously at school, group and whole borough level; compare with regional and national data sets and develop suitable action plans in response to outcomes.	CV/SS, I
S12	Established system leader with experience of working across networks and schools to secure improvements and evaluate progress and achievements	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
Communication		
C1	Highly developed written and oral presentation skills with ability to present complex ideas in a clear and comprehensible way.	CV/SS, I
C2	Ability to succinctly report and feedback to key stakeholders' judgements made and improvement points.	CV/SS, I
Qualifications		
Q1	Degree or equivalent	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A =** Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**

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- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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