Job Evaluation Rationale

Role	Head of Education
Evaluation Outcome	F II 3 E+ 4 (50%) E+ 3- P 864 A2
Rationale	The role is responsible for the delivery, cost and quality of Education in an area of 93 500 residents, managing 62 school sites with a combined 16 000 children and an organization of 150 employees with a net budget of over £5.5m. Responsibilities include the curriculum and learning offering of the county. The job holder is held completely accountable for the service, and controls all the resources required to deliver end results within budget. The job holder works closely with the Corporate Director to establish end results and annual objectives for own service within budget. Acts as the Statutory Education Officer. Develops new policies and strategies for the service, given only directional guidance. Requires considerable new thinking in leading the service. The job requires the job holder to have a high level of technical knowledge within the field of Education, including understanding local government and politics, finance and ICT. This is typically gained through broad experience and a professional qualification. The size and complexity of the organization led is significant, requiring integration and coordination of somewhat dissimilar operations in support of the overarching objectives of the service. Highly developed interpersonal skills are necessary to influence others, develop team members, and build relationships and champion change across the service.