**Role Profile: Director of Education**

**GRADE/SALARY:**  £110,000 Spot Salary

**REPORTING TO:** Senior Education Director

**PURPOSE OF THE ROLE:**

To be responsible for the educational standards, quality of education and financial probity of designated TKAT academies.

**MAIN ROLE AND RESPONSIBILITIES:**

1. To ensure the safeguarding culture of TKAT is actively promoted and upheld.
2. To plan in consultation with the Senior Director the delivery of the strategic direction for your academies within TKAT.
3. To work collaboratively with other Senior Leaders to develop and implement the Trust’s Improvement Strategy.
4. To ensure that academies are financially sustainable and fully compliant in line with the TKAT Financial Policies and Procedures
5. Work closely with Headteachers in your academies and local governing bodies to ensure that the TKAT vision and strategy are being implemented in their specific contextualised community.
6. Agree and implement targets and KPIs in consultation with the Senior Director and LGBs.
7. Support and challenge the schools on priority setting, self-evaluation and educational under-achievement.
8. Arrange and broker appropriate support for Headteachers in your designated academies in consultation with the Senior Director.
9. Assist the schools in monitoring progress and the impact of improvement strategies.
10. Assist the schools in interpreting data to inform strategies, initiatives and drive improvement.
11. To keep the Senior Directors and Corporate Services team updated on all issues related to your academies and intervene as and when appropriate.
12. To actively engage with your designated academies, supporting them to ensure that standards of provision are at least at National Average.
13. To manage Headteachers of TKAT academies and be responsible for their performance management in line with the TKAT policy.
14. To ensure all data is accurate, robust and up to date for your academies and submitted when required.
15. Identify issues of concern from the data collected and intervene when necessary.
16. To deliver a trust wide initiative related to the improvement strategy.
17. Responsible for the CPD and well-being of designated Headteachers.

**PERSON SPECIFICATION**

**POST TITLE:** Director of Education

**EDUCATION AND EXPERIENCE – will possess:**

1. A teaching qualification and QTS
2. Capability in core non-teaching organisational areas: People and HR, Finance, Technology, Marketing, HSE
3. Substantial experience of being an outstanding Headteacher with a good record of leadership and management in challenging educational environments
4. Relevant recent professional development that prepares the candidate for this role
5. An understanding of working with schools in diverse communities
6. Experience of successful delivery against agreed strategic plans
7. Ability to articulate clear visions and strategies for schools
8. Track record of providing inspirational leadership to people
9. Track record of demonstrating a collaborative and supportive approach to leadership

**PERSONAL ATTRIBUTES**

1. Demonstrates a commitment to the ethos and values of TKAT
2. Ability to adapt to changing circumstances and new ideas
3. Ability to communicate effectively with a wide range of audiences with emotional intelligence and social perception
4. Ability to demonstrate personal impact and presence, in addition to humility and an absence of hubris
5. Ability to be resilient and calm under pressure