

Job Profile Information: Director of Learning

This supplementary information for *Director of Learning* is for guidance and must be used in conjunction with the Job Capsule for Leadership Job Level 7 Zone 1

Camden Way Category Leadership

It is for use during recruitment, setting objectives as part of the performance management process and other people management purposes. It does not form part of an employee's contract of employment.

Role Purpose:

The Director of Learning, will have responsibility for ensuring the Camden Learning's School Improvement Strategy is well designed and targeted to effect the greatest change. This will support the growth of the partnership. The Director of Learning will be responsible for the effective implementation of the strategy, including its review and development.

Example outcomes or objectives that this role will deliver:

The Director of Learning will:

1. Ensure that Camden Learning knows each school well and that intelligence gathering:
 - Identifies need, risk and progress, including all schools causing concern
 - Identifies capacity, expertise and opportunity for improvement activities
 - Provides robust challenge to schools' performance
 - Drives forward, entrepreneurial thinking to identify changes and opportunities for improvement and growth
2. Design, negotiate and broker bespoke universal improvement programmes through active partnership work with:
 - Local partnership staff-including Public Health
 - Teaching school alliances
 - Schools
 - Expert individuals including NLEs, LLEs, SLEs and NLGs
 - A range of partnership groups-including businesses and voluntary sector
 - Accredited consultants and external providers

3. Ensure that Camden Learning contributes to the development and provision of a range of strategic and development opportunities which include:
 - Bespoke, targeted and universal programmes with proven impact
 - Lead on design and implementation of the Camden curriculum
 - Development and implementation of improvement opportunities through the Post 16 programme
 - School-to-school support for improvement
 - Establishment and development of the Camden Learning's best practice website
 - Building capacity across schools to strengthen practice
 - Capacity building for self-improving system
 - CPD offers/ Peer reviews: e.g. conferences, focused networking, Leadership briefings, courses and programmes
 - Making best use of kite-marked providers
 - Celebration and dissemination of good practice and lessons learnt

4. Ensure Camden Learning is able to evidence progress and impact through:
 - Reviews of individual programmes
 - Improved educational outcomes and progress
 - Ofsted ratings
 - Staff recruitment and retention
 - Satisfaction ratings from key service users e.g. pupils, parents, teachers and community
 - A national reputation for innovative practice and excellence
 - Sustainable system improvement

5. Build excellent, mutually respected relationships with members and partners in order to ensure constructive and effective joint-working towards improvement.

People Management Responsibilities:

The post holder will line manage 14 members of staff (please refer to the Organisational Structure Chart below)

Relationships;

The post holder will be responsible for cultivating and maintaining excellent working relationships with internal and external stakeholders at varying levels of seniority including the following

- Internal members of staff and Education Services
- External partners such as Ofsted, DfE and Diocese.

Work Environment:

The post holder will be based at 5 Pancras Square but may need to attend meetings at various other Camden offices

Qualification Requirement:**Essential:**

Educated to Degree Level

Desirable:

Qualified Teacher

Technical Knowledge and Experience:

- Lead and manage Camden Learning's school improvement work, including the leadership and management of the central team;
- Deputise for the Managing Director when required;
- Create opportunities for staff in schools to work collaboratively and with greater impact;
- Use school and local authority performance data effectively to analyse strengths, identify areas for development and plan improvements, capturing good practice and opportunities for innovation;
- Demonstrate excellent interpersonal, written and verbal communication skills;
- Communicate clearly and appropriately with colleagues;
- Deliver clear messages about performance and standards to a range of audiences, including the Camden Learning board;
- Provide advice on all aspects of education to a range of audiences and deliver face-to-face training to a variety of audiences;
- Promote and support collaboration across CL, including positive team collaboration with CL;

- Seek out and develop new ideas, innovative practice and business opportunities.
- Have high expectations and aspirations for children and young people;
- Strive to continue learning from and contributing to the best educational practice;
- Keep abreast of the children's workforce agenda at a national and local level and contribute to the local workforce plan for development;
- Promote joint working across Camden Learning and the Council to achieve the best outcomes for children and young people;
- Explore opportunities to generate additional income for Camden Learning beyond the service level agreement for support;
- Implement Camden Learning's performance management framework, including the management of individual members of staff.
Demonstrate a commitment to their own personal and professional development and to developing and coaching others;
- Adhere to Camden Learning's policies on equal opportunities and be responsible for the promotion of these policies in every area of work;
- Keep up-to-date with policy and practice related to keeping children safe in education and be proactive in ensuring it is implemented;
- Champion diversity and equality in all aspects of service delivery and people management;
- Commit to the well-being of staff and actively promote Camden Learning's Health & Safety policies;
- Carry out any other duties commensurate with the grade of the post, as may be required from time to time, including attending meetings outside of normal working hours.

Chart Structure

