

Job Description and Person Specification Profile

Job Title	Head of System Partnership Engagement and Improvement
Job ID	EH25
Service	Children's – Education - School Performance and Standards
Grade	M (52-55) £70,517-£77,604
Reporting to	Assistant Director – Education and Inclusion

The Role

The postholder will provide strategic leadership across the education system in Tameside to improve outcomes for children and young people aged 5–19. Working in close partnership with the Assistant Director – Education and Inclusion, Heads of Service, schools, academies, colleges Alternative Providers and other external partners, the role will ensure that the Council meets its statutory responsibilities for education, inclusion, SEND and safeguarding.

The role will lead school improvement activity, drive system-wide standards, and coordinate effective partnership working on thematic issues across the borough to secure high-quality provision and improved educational outcomes for all children and young people, particularly those with special educational needs and disabilities (SEND).

Main Duties and Responsibilities include:

Strategic Leadership and Partnership Working

- Lead the implementation of education strategy in partnership with the Assistant Director – Education and Inclusion and relevant Heads of Service / Service Managers.
- Build and sustain strong, effective partnerships with leaders in schools, academies and colleges to support the Council in meeting its statutory duties.
- Strengthen collaboration across the whole education system, promoting a shared approach to improvement, inclusion and safeguarding.
- Engage strategically with the Department for Education (DfE) and other external bodies as required.

School Improvement and Standards

- Lead school improvement activity for Tameside's maintained schools and provide appropriate support, challenge and intervention where needed.
- Liaise with the DfE in relation to academies, supporting system alignment and improvement activity.
- Monitor performance across attainment, SEND and inclusion indicators to inform and drive Tameside's Annual Cycle of School Monitoring.
- Provide robust challenge and professional support to schools to secure sustained improvement.

System Coordination and Policy Development

- Strategically coordinate and engage the school system in national and regional initiatives, including DfE programmes such as Maths Hubs and RISE.
- Lead the development and implementation of education-related policy and practice to ensure compliance with legislation and alignment with national priorities.
- Contribute to wider corporate developments, ensuring education priorities are embedded across the Council.

Resource and Financial Management

- Take responsibility for the effective and efficient deployment of resources across the service to deliver high-quality outcomes for children, young people and families.
- Manage devolved service budgets, ensuring accurate monitoring, performance reporting and value for money.

- Ensure resources are targeted effectively to address need, reduce inequality and support improvement.

Leadership and Workforce Development

- Lead, manage and develop directly reporting managers and the wider team, fostering a culture where staff feel empowered, valued and motivated.
- Provide clear strategic direction and visible leadership across teams within and beyond the Education Service.
- Support a culture of continuous improvement, professional learning and accountability.

Collaboration and System Development

- Develop and appraise options for formal collaboration to enable a whole-system approach to 5–19 provision.
- Work closely with Early Years, Employment and Skills teams to ensure continuity and effective pathways for children and young people.
- Promote inclusive practice and coherent transition points across the education continuum.

The duties may vary from time to time without changing the nature of the post or the level of responsibility, and the post holder may also be required to carry out any other duties appropriate to the grading of the post.

About You

Your essential qualifications

- A degree and relevant teaching qualification

Your essential skills, knowledge and experience

- Significant senior leadership experience within education with sustained experience at Deputy Headteacher, Headteacher or other system level role.
- Strong knowledge of the statutory responsibilities of local authorities in relation to education, inclusion, SEND and safeguarding.
- Proven experience of school improvement, including providing support, challenge and intervention to a school or groups of schools.
- Experience and knowledge of the maintained and academy systems.
- Demonstrable understanding of educational performance data, including attainment, progress, SEND and inclusion measures, and the ability to use this information to drive improvement at a school or system level.
- Knowledge of the national education landscape, including the role of the Department for Education, Ofsted, and current national initiatives.
- Experience of developing and implementing policy and practice in line with legislative and regulatory requirements.
- Ability to think and act strategically, translating vision and policy into practical, high-impact delivery.
- Ability to inspire confidence, motivate others, and build a culture of accountability, high expectations, and continuous improvement.
- Experience of leading through influence rather than control, particularly in partnership-based systems.
- Excellent relationship-building skills, with the ability to work effectively with school leaders, governing bodies, elected members, senior officers, and external partners.
- Strong communication skills, able to convey complex information clearly and persuasively to different audiences.
- Confidence in representing the Council in professional forums and engaging with regional and national bodies, including the DfE.
- Experience of managing budgets and resources in a complex organisational setting.
- Ability to deploy resources effectively to achieve value for money and improved outcomes for children and young people.
- A clear commitment to inclusion, equality and improving outcomes for all children and young people, particularly those who are vulnerable or disadvantaged.
- Sound professional judgement and the ability to make balanced, evidence-based decisions.
- Resilience and the ability to manage competing priorities in a fast-paced and politically sensitive environment.
- Ability to fulfil all spoken aspects of the role with confidence through the medium of English

If you have the following experience or qualifications – then that's great!

- A post graduate qualification in education leadership
- Experience of working collaboratively across a whole-system partnership, including schools, academies, colleges, and wider children's services.

Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.

What can you expect from us?

- A fair salary and benefits
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

Working together, we are proud to work for Tameside

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

