Person Specification

Job Title	Experts at Hand Strategic Navigator
Grade	PO8, Grade 49
Service/Section	Inclusion, Learning, and Achievement
Directorate	Children's Services

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential / Desirable
Knowledge	
Extensive knowledge of SEND legislation, statutory responsibilities and current national policy relating to children and young people with SEND	E
Strong knowledge of inclusive education practice and evidence-informed approaches to building school capability and reducing escalation	E
Knowledge of school improvement methodologies and strategies for improving outcomes through leadership and organisational change	E
Knowledge of the education system and challenges facing mainstream schools	E
Knowledge of local authority SEND systems, structures and escalation routes	D
Skills and Abilities	
Experience of leading and managing others, including supervision, performance management, quality assurance and holding people to account	E
Ability to build trust quickly with senior stakeholders while maintaining the confidence to hold them to account	E
Ability to facilitate collaborative conversations across schools and services that build trust, promote reflective practice, challenge barriers to inclusion and secure commitment to sustainable change	E
Comfortable working with performance data – able to interpret trends, identify issues early, and use evidence to drive improvement	E
Proven ability to influence and change leadership behaviour in schools or similar settings, using both challenge and support	D
Experience	

Significant experience working at a leadership level within SEND, inclusion, education, school improvement or related services	E
Experience of managing or supervising multi-professional specialist teams	E
Experience working across a cluster or network of schools	E
Experience of working in a multi-agency or partnership context	E
Experience of piloting, evaluating or scaling a new service or delivery model	D
Experience of leading strategic change resulting in measurable improvement	D
Equal Opportunities	
Understanding of and commitment to the Council's equal opportunities policies and ability to put into practice in the context of this post. Understanding of and commitment to achieving the Council's staff values and ability to put into practice in the context of this post.	E