



Role Profile

Quality Improvement Officer (Early Learning & Childcare)			
Reference No.		Type	
Service	Education		
Job Family	Teachers	Anticipated Grade	Q01-Q03

Purpose
<p>Providing the Education Directorate Leadership Group with quality information and direction, which is central to achieving goals and delivering aims which are to provide strategic support and challenge and to secure continuous improvement in outcomes.</p> <p>Overseeing the development and implementation of the identified strategic priority area(s), promoting the culture of collaboration, throughout the Directorate and amongst key partners, which will lead to improved outcomes for young people.</p>

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
Overseeing the development and implementation of the specific strategic priority area(s), focusing on the organisational objectives of improved performance; innovation; the sharing of lessons learned; integration; continuous improvement and competitive advantage of the directorate.	Ability to provide an efficient and effective service Educated to degree level in a relevant discipline Post graduate degree level qualification	✓ ✓	 ✓

Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
	Highly developed literacy, numeracy, IT, analytical and problem-solving skills. Full General Teaching Council for Scotland Registration	✓ ✓	
Engaging with and influencing partners and stakeholders on key strategic issues, brokering and sharing knowledge for the improvement of outcomes for young people, families and adults and representing the Executive Director in ensuring that local and national priorities are being taken forward appropriately.	Model and promote the shared values of Compassion, Ambition, Respect and Equity in all engagements with customers, colleagues and those we work in partnership with.	✓	
Ensuring that systems and processes for receiving, collating, analysing, synthesising, disseminating, using and reporting information are of the highest quality.	Political sensitivity and a good working knowledge of political processes and procedures.	✓	
Identifying good, effective practice and influencing all aspects of council education and children's services policy and contributing effectively to E&CS achieving its corporate objectives.	In-depth knowledge of current policy and practice in all sectors of Scottish education, demonstrating a strong understanding of the current evidence-base on educational research for improvement and the ability to use this to influence others.	✓	
Collating a range of performance information and ensuring provision of high-quality strategic analysis of key evidence, improving performance information, management information and the evidence-base for decision-making across E&CS and for influencing decision-making amongst key partners.	Strong analytical and problem-solving skills to ensure delivery of an effective strategy and framework that will have significant impact on outcomes and strengthen evaluation of performance, based on key performance indicators.	✓	

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Identifying key areas for improvement, implementing support mechanisms required to allow E&CS, as well as wider stakeholders, to produce high quality research and analysis, and using performance information to challenge funded providers to improve.	A strong understanding of financial management principles and ability to interpret and use accurate financial data to inform planning and decision-making, with awareness of the wider public expenditure context.	✓	
Leading the E&CS in influencing local, national and international quality improvement in the specific strategic priority area(s) and translating and disseminating this knowledge effectively amongst partners.	Commitment to the value of evidence-based research and data and an advocate for the use of this to achieve change within the education and children's services arena.	✓	
Liaising effectively with key partners to ensure that Fife E&CS Directorate contributes to and influences the agenda across the Education and C&F communities. To work in partnership with parents, other professionals, external agencies and national organisations such as the Scottish Government, COSLA, Education Scotland and the regional improvement collaborative.	Use of high order thinking and creative skills to find solutions to extremely complicated and politically sensitive situations and problems.	✓	
Leading, devising and promoting strategies to manage programmes that will provide intelligence to enable the directorate to prioritise resources and deliver and monitor continuous improvements to services and support the development of evidence-based professional policy advice.	Ability to create "Best Value" solutions to complex challenges and to ensure that resources are used efficiently and effectively.	✓	

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Ensuring that schools, teams and services receive all necessary information, data and advice before, during and after an Inspection, applying procedures associated with inspection, supporting and monitoring the key processes associated with directorate, service and school development planning, including those associated with the NIF and the impact of Pupil Equity Fund.	Excellent communicator, demonstrating a high level of skill in developing and communicating policy and direction to others.	✓	
Improving the quality, scope and effectiveness of operational management information across the Directorate and wider council, including identifying and promoting staff development opportunities within the improvement agenda, and monitoring and reporting on progress made.	Ability to influence internal and external stakeholders, communicating sometimes complex information to senior leaders and external stakeholders, and through style and influence achieve understanding and buy-in.	✓	
Contributing to improving strategic and business planning and policy development, as well as the rigorous scrutiny of the impact and outcomes, of E&CS.	Ability to identify key areas for improvement and knowledgeable in the use of tools and techniques that support continuous improvement.	✓	
Influencing the wider strategic environment and the development of national policy through engagement with external key stakeholders and providing strategic analysis for key partners to support and inform strategic planning and policy development. Present findings at Committees, Board Meetings, conferences etc.	Ability to manage/appraise aspects of academic research and quality assure results of research.	✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			
Early Learning & Childcare (Funded Providers)			
To ensure a highly skilled workforce is in place to deliver funded early learning and childcare, including:	In-depth knowledge of current policy and practice in Early Learning and Childcare, demonstrating a		✓

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<ul style="list-style-type: none"> • Collaboration with training providers • Developing training opportunities for new and existing staff <p>To promote high expectations and standards through the provision of professional advice and reviewing performance.</p> <p>To provide strategic leadership for curriculum development, learning and teaching and meetings learners' needs.</p> <p>To provide strategic guidance for quality assurance and the development of the early years curriculum in line with best practice.</p>	<p>strong understanding of the current evidence-base and the ability to use this to influence others.</p>		
<p>To line manage and lead designated teams including the Funded Provider Development Officers, Training Development Officer and Practice Development Team.</p>			
<p>To liaise with Fife Council partner providers and associated professions.</p> <p>To oversee the implementation of National Quality Standards in funded providers through the development and utilisation of appropriate monitoring approaches.</p>			
<p>To oversee the work of the Practice Development Team.</p>			
<p>To collate a range of performance information about ELC and use this in a systematic way with leadership teams.</p> <p>To evaluate funded provider performance based on key performance indicators and ensure improvement in quality and outcomes.</p>			

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<p>To devise and promote strategies to address areas where performance should be improved, monitor such strategies and write reports on progress made.</p> <p>To ensure effective implementation of the Funded Provider procurement processes.</p> <p>To liaise closely with all stakeholders, respond to complaints and ensure the highest standards of customer care.</p> <p>To oversee, manage and monitor budgets for Early Years linked to areas of responsibility.</p>			

Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required				
Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children <input checked="" type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input type="checkbox"/>	None <input type="checkbox"/>
	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>	

Additional Information – the following information is available:	Expected Behaviours – It is essential that you display the following behaviours as they are expected of all our employees:
<ul style="list-style-type: none"> • Skills Framework (if applicable) • How we work matters 	<ul style="list-style-type: none"> • Take Ownership • Focus on Customers • Work Together • Embrace Technology & Information • Deliver Results

