



Hartlepool
Borough Council

Assistant Director, Education, Aspirations and Achievement

Candidate Information
July 2026

Anchored in Progress



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Welcome



Dear Candidate,

Thank you for your interest in joining Hartlepool Borough Council's Children's Services Directorate.

Hartlepool is a proud, ambitious and welcoming town with a strong sense of community and a relentless focus on improving outcomes for children, young people and families. We are on an exciting journey of innovation, transformation and improvement, and I am delighted to be advertising two exceptional leadership opportunities: Assistant Director of Children and Families and Assistant Director of Education, Aspirations and Achievement.

These are more than senior leadership roles. They are opportunities to shape the future of Children's Services in Hartlepool and make a lasting difference to the lives of children, young people and families. Whether your passion lies in safeguarding, social care and family support, or in driving educational excellence, inclusion, aspiration and achievement, these posts offer the chance to lead significant transformation at a time of national reform and local ambition.

Our Directorate is built on a simple but powerful ethos: One Team, One Directorate. We believe that the very best outcomes are achieved when talented and committed professionals work collaboratively across education, social care, early help, health and our wider partnerships. This culture of innovation, support and shared purpose makes Hartlepool a unique and rewarding place to work. We are looking for inspiring leaders who share our ambition for

children and young people, who are committed to excellence, and who want to help us build on our strengths and drive the next stage of our journey. In return, you will have the opportunity to work alongside passionate colleagues, committed partners and dedicated elected members, all united by a common goal: improving life chances and creating brighter futures for every child in Hartlepool.

I hope you will consider joining our wonderful and innovative team. I look forward to receiving your application.

Yours sincerely,

Alison Sutherland
Executive Director of Children's Services

Advert

Lead change. Raise aspirations. Shape futures.

Assistant Director, Education, Aspirations and Achievement

Salary – up to £105,680

Hartlepool is a close-knit and ambitious borough where improving the life chances of children and young people is at the heart of everything we do. With an Outstanding Children's Services department, strong support for education and a genuine commitment to partnership working, this is an opportunity to join a leadership team focused on delivering lasting change. We are looking for an exceptional leader to join us as Assistant Director, Education, Aspirations and Achievement and help shape the future of education, inclusion and opportunity across the borough.

As Assistant Director, you will lead a diverse portfolio spanning school improvement, inclusion, alternative provision, SEND reform, early years, skills and employability, education sufficiency, vulnerable learners, youth services and strategic education planning. Working closely with schools, trusts, colleges, employers, health partners and communities, you will champion excellence, inclusion and aspiration, ensuring every child and young person has the support and opportunities they need to succeed.

We are seeking a leader with significant senior experience in education or children's services, a strong track record of driving improvement and transformation, and a deep understanding of the opportunities and challenges facing education today. Building on the strong foundations already in place, you will bring the vision, credibility and collaborative leadership needed to sustain excellence, strengthen partnerships and deliver meaningful improvements in outcomes for children and young people. You will be someone who can translate strategy into action, influence across complex systems and inspire high-performing teams to deliver change at pace.

In return, you will join an authority that values collaboration, innovation and collective leadership. Alongside a competitive salary, we offer access to the Local Government Pension Scheme, generous annual leave, hybrid working arrangements, employee wellbeing support and a comprehensive benefits package. Most importantly, you will have the opportunity to help shape the future of education and opportunity in a borough that is ambitious for its children, young people and communities.

For a confidential discussion, please contact our colleagues at Tile Hill:

Anita Denton 07725 554802 (anita.denton@tile-hill.co.uk)

Amin Aziz 07436 146281 (amin.aziz@tile-hill.co.uk)

Chris Barrow 07437 839048 (chris.barrow@tile-hill.co.uk)



About Us

Hartlepool

Hartlepool is a borough with growing confidence, ambition and opportunity. Home to around 98,000 people on the North East coast, it is a place shaped by its maritime heritage, resilient communities and strong sense of identity. From the historic Headland and the famous tale of the Hartlepool Monkey to the award-winning Marina, Seaton Carew's coastline and HMS Trincomalee, Britain's oldest warship still afloat, Hartlepool is proud of its past. Today, that same pioneering spirit is helping to shape an exciting future.

The borough is undergoing significant transformation. Major public and private sector investment is helping to create new opportunities for residents and businesses. Hartlepool is strengthening its reputation as a centre for innovation and enterprise, building on established strengths in engineering, energy, advanced manufacturing and port operations.

The borough is also emerging as a destination for the creative industries. A multi-million-pound Screen Industries Production Village and expanded TV studio facilities are creating the foundations for a thriving film, television and digital production sector. At the same time, a new £34 million Active Wellbeing Hub has opened and provides state-of-the-art leisure, fitness and wellbeing facilities, improving quality of life for residents and helping to create healthier communities.

Looking ahead, Hartlepool has the potential to play a nationally significant role in the UK's energy future. Plans continue to progress for a proposed multi-billion-pound new nuclear power station, building on the town's long association with energy generation and its highly skilled workforce. Alongside investment in offshore wind and clean energy industries across Teesside, this could create thousands of jobs and drive economic growth for decades to come.

Like many towns, Hartlepool faces challenges, with some communities experiencing deprivation, health inequalities and barriers to opportunity. However, there is a growing sense of optimism and momentum across the borough. Investment, regeneration and community pride are combining to create a place that is ambitious, connected and full of potential.

Hartlepool is increasingly recognised as a place of opportunity: a town with a proud history, distinctive character and a bold vision for the future. It is a place where people choose to live, work, invest, visit and raise their families, and where the best is yet to come.



About Us

Hartlepool Borough Council

Hartlepool Borough Council is a unitary authority delivering a wide range of services that support residents, businesses and communities every day. From education, children's and adult social care, housing and public health to regeneration, economic development and environmental services, we play a leading role in shaping the future of the borough. As a member of the Tees Valley Combined Authority, we also contribute to regional growth, investment and collaboration across the wider Tees Valley.

We are a council with bold ambitions for Hartlepool and a clear focus on delivering better outcomes for residents. We are driving an ambitious programme of transformation, regeneration and service improvement. Significant investment is helping to reshape the borough, creating opportunities for people, businesses and communities while strengthening the quality and sustainability of local public services.

Our vision is set out in the Council Plan 2030, which aims to make Hartlepool:

- A place where people live healthier, safer and more independent lives.
- A place that is connected, sustainable, clean and green.
- A place with a thriving economy that creates opportunity and prosperity.
- A place served by a council that is ambitious, effective and fit for the future.

We have a strong track record of delivering high-quality services. Our Children's Services are rated 'Outstanding' by Ofsted, reflecting our commitment to ensuring children and young people receive the support they need to thrive. Our Adult Social Care services are rated 'Good' by the Care Quality Commission (CQC), recognising the quality of care, support and outcomes delivered for adults across the borough.

This is an especially exciting time to join the Council. With a new Chief Executive, a new political administration and ambitious plans for the future, we are entering a new chapter for Hartlepool. Together, they are providing fresh leadership, renewed momentum and a shared determination to build on our successes, drive improvement and deliver the very best outcomes for residents, businesses and communities.

Collaboration, innovation and continuous improvement are central to how we work. Supported by strong political and corporate leadership, we are building a culture that encourages new ideas, constructive challenge and shared ownership of improvement. We want colleagues at every level to play an active role in shaping the future of the organisation and the borough.

Above all, we recognise that our greatest strength is our people. We are committed to creating an environment where talented professionals can thrive, develop their careers and make a lasting difference to the lives of residents. Together, we are building a council that is ambitious, connected and focused on delivering the best possible outcomes for Hartlepool.

About Us

Our Children's Services

Children's Services are one of our greatest strengths and a real source of pride. In March 2024, Ofsted judged our Children's Services to be Outstanding overall, recognising exceptional leadership, highly effective partnership working, a strong workforce culture and consistently positive outcomes for children and families.

The inspection praised our relentless commitment to improving services, highlighting the strength of our early help offer, multi-agency working, leadership culture and the quality of support provided to children and families across the continuum of need.

More recently, an Ofsted focused visit on care leavers found that services had continued to improve since the 2024 inspection. Inspectors identified clear evidence of committed leadership, a well-developed local offer, highly relational practice and strong support for vulnerable care leavers. Care leavers were found to have strong and trusting relationships with their personal advisers and to benefit from consistent and effective support from dedicated practitioners.

Inspectors also praised the ambition and visibility of our leadership team, noting a positive and reflective culture where leaders and managers are supportive, accessible and focused on continuous improvement.

Our success is underpinned by several distinctive strengths:

- Outstanding practice and leadership – Exceptional leadership, strong workforce culture, effective management oversight and consistently positive outcomes for children and families.
- A highly effective Multi-Agency Children's Hub – Bringing together local authority, police and health partners to provide coordinated safeguarding responses, robust decision-making and timely intervention for children and families.
- A strong Early Help offer – A well-developed and preventative approach that supports children and families at the earliest opportunity, helping to reduce escalation and improve long-term outcomes.
- Strong Corporate Parenting arrangements – Children in our care benefit from stable, child-centred services and a culture that prioritises their safety, wellbeing, aspirations and achievement.

- Excellent partnership working – Strong relationships with education, health, police, voluntary sector and regional partners enable effective multi-agency approaches and influence wider system developments across the Tees Valley and North East.
- Leadership of regional SEND reform – We are leading the North East SEND Change Programme and helping to shape work around inclusion, early intervention, partnership working and support for children and young people with additional needs.
- A stable and ambitious leadership team – Leaders are visible, supportive and highly ambitious, creating a positive culture focused on continuous improvement and excellent practice.
- 'One Directorate. One Team.' – A collaborative culture that ensures children and families receive the right help, at the right time, whilst enabling us to fulfil our responsibilities as a safeguarding partner and corporate parent.

Looking ahead, we are exceptionally well positioned to shape and influence some of the most important issues facing children and families. Key priorities include embedding national children's social care reforms, strengthening family help arrangements, improving outcomes for children with SEND, increasing foster care sufficiency and continuing to deliver excellent outcomes despite the challenges facing the sector.

Supported by ambitious leadership, strong political backing and a highly regarded workforce, this is a rare opportunity to join an Outstanding service that is delivering excellence today whilst helping to shape the future of children's services across the North East.

Useful links:

[Council Plan 2030](#)

[Executive summary of SEND Reform Plan](#)

[ILACS Report 2024](#)

[Ofsted Focus Visit on Care Leavers](#)

Our Priorities



- Ensure our workforce is sufficient to meet the increasing levels of vulnerability and complexity of needs among children, and review our capacity to absorb this demand in light of the Council's financial position.
- Continue to implement our quality assurance framework to ensure we remain on our journey of continuous improvement: consistent, high quality, strong leadership and supported by relational approaches.
- Continued transformation of early help services through investment in Best Start family hubs created in collaboration with families.
- Implementation of the Families First Partnership Reforms: family-led, early help, families staying together.
- Implementation of the SEND Reforms (Phase 1).
- Strong partnerships and system working: shared ownership and accountability.
- Align the Children's Hub with the creation of the MACPT.
- Excellence & Equity: support schools to create trauma-informed & inclusive environments to achieve continuous improvement in the educational attainment of all children, and with a keen focus on children in our care.
- Strengthening relationships, reduce PEX, EHE and suspensions, introduce team around school model and more focus on AP across the Borough.
- Raise the aspirations of all our young people to pursue higher education, advanced apprenticeships, and sustained employment opportunities in order to reduce NEET.
- Support for adolescents on the edge of care to ensure we continue to effectively support young people and their families to strengthen relationships and prevent family breakdown.

Role Overview

Assistant Director, Education, Aspirations and Achievement

The Opportunity

As Assistant Director: Education, Aspirations and Achievement you will provide strategic leadership across education, early years and youth services, driving improvement, innovation and partnership working to secure outstanding outcomes for children and young people. Most importantly, we are looking for a leader who believes in the power of collaboration and can build strong, trusting relationships that deliver better outcomes for children, young people and families.

The post will lead a diverse portfolio which includes:

- School improvement and education standards
- Inclusion and Alternative Provision
- Driving and delivering the SEND Reforms
- Attendance, engagement and participation
- Early Years
- Skills, employability and progression pathways
- Education sufficiency and strategic planning
- Virtual School and vulnerable learners
- Youth Services
- Pupil place planning, admissions & capital planning

Working closely with schools, academies, colleges, health partners, employers and communities, you will champion a shared commitment to excellence and equity to ensure that every child has the support, opportunities and ambition they need to succeed.

What You'll Achieve

You will:

- Lead the development and delivery of an ambitious education strategy that raises standards and improves outcomes for all learners.
- Drive a culture of high aspiration, ensuring excellence, inclusion and equity sit at the heart of everything we do.
- Shape innovative approaches to tackling educational disadvantage and narrowing achievement gaps.
- Build strong, influential relationships across the education sector and wider system.
- Champion the voices, experiences and ambitions of children and young people.
- Provide strategic leadership for statutory education functions and services.

- Influence regional and national education agendas whilst representing the organisation with credibility and impact.
- Inspire high-performing teams to deliver transformational change including the delivery of the SEND reforms.

About You

We are looking for an inspirational leader with the vision, energy and determination to make a lasting difference.

You will bring:

Strategic Leadership

- Significant senior leadership experience within education, learning or children's services.
- A proven ability to drive system-wide improvement and organisational change.
- Experience of shaping strategy and delivering measurable outcomes.

Educational Excellence

- A strong understanding of the opportunities and challenges facing education today.
- A track record of improving attainment, achievement and inclusion.
- Passion for enabling children and young people to realise their full potential.

Partnership and Influence

- Exceptional relationship-building and influencing skills.
- Experience working successfully across complex partnerships and stakeholder environments.
- The credibility to engage effectively with school leaders, elected members, partners and communities.

Values and Ambition

Above all, we want someone who:

- Believes every child deserves the best possible start in life.
- Leads with integrity, courage and authenticity.
- Inspires confidence and brings people together around a shared vision.
- Is ambitious for children, young people and communities.
- Understands that aspiration, opportunity and achievement are fundamental to social justice.

Job Description

JOB TITLE: Assistant Director, Education, Aspirations and Achievement

DIVISION: Children's Services

GRADE: Chief Officer Band A

RESPONSIBLE TO: Executive Director of Children's Services

POST REFERENCE: 10-905

Purpose of Post

This is a pivotal leadership role within Children's Services, providing strategic direction and system leadership for Education, Aspirations and Achievement across Hartlepool. As a member of the Senior Leadership Team, the postholder will support the Executive Director of Children's Services in delivering the Council's vision and ambitions for children, young people and families, ensuring that educational excellence, inclusion and opportunity are at the heart of everything we do.

The postholder will provide visible system leadership, working collaboratively with schools, academies, colleges, early years providers, health partners and wider stakeholders to drive continuous improvement, innovation and transformation. They will lead the development of an inclusive education system that supports excellence for all learners, champions the implementation of SEND reforms, strengthens educational achievement and attendance, and ensures children and young people are equipped with the skills, qualifications and opportunities to succeed in education, employment and life.

Through a One Directorate, One Team approach, the postholder will promote integrated working across Children's Services and partner agencies, ensuring children, young people and families receive the right support at the right time, reducing inequalities, improving participation and progression, reducing the number of young people not in education, training and employment (NEET), and delivering sustainable improvements across the Borough.

Key Relationships

- Chief Executive and Executive Director of Children's Services
- Lead Member for Children's Services
- Executive Leadership and Senior Management Teams
- Departmental Management Team
- Children, young people, their families and carers
- Children's workforce
- Colleagues from partner organisations including those in statutory, voluntary, independent and faith sector partners

Job Description

Main Duties and Responsibilities

1. Strategic Leadership and Transformation

As a key member of the Departmental Management Team, you will play a pivotal role in shaping the future of education and learning across Hartlepool. Working alongside the Executive Director of Children's Services, elected members, schools and partners, you will provide visible, ambitious and inspirational leadership that delivers the Council's vision and ambitions for children, young people and families.

You will lead a significant programme of transformation across education services, driving innovation, continuous improvement and sustainable change to ensure services remain responsive, inclusive and deliver excellent outcomes for all of our children and young people.

Key Responsibilities

1. Provide strategic leadership for the Council's education services and statutory functions as the Local Education Authority, supporting the Executive Director of Children's Services in fulfilling statutory responsibilities and delivering excellence across the education system.
2. Champion a One Directorate, One Team culture across Children's Services, promoting collaboration, shared accountability and integrated working to ensure children, young people and families receive seamless and effective support.
3. Lead and influence system-wide improvement through strong partnerships with schools, academies, colleges, early years providers, health services, communities and regional partners.
4. Act as the Council's principal professional adviser on education, providing strategic challenge, support and expert advice to elected members, senior leaders and education providers.
5. Lead transformational programmes and cross-council initiatives which improve outcomes, modernise services and maximise the impact of available resources.
6. Develop, communicate and embed a clear vision for education, inclusion and lifelong learning that reflects local aspirations, national priorities and the Council's commitment to improving life chances for all.

2. School Improvement, Inclusion and Achievement

You will provide strategic leadership across all aspects of education, ensuring every child and young person has access to high-quality learning opportunities and experiences, and is supported to achieve their full potential.

Key Responsibilities

1. Lead and drive continuous improvement across all education functions, including:
 - Teaching, learning and curriculum quality
 - Early Years
 - School admissions and fair access
 - Leadership, governance and organisational effectiveness
 - Attendance, behaviour and pupil wellbeing
 - Educational attainment, achievement and progress
 - Inclusion and support for vulnerable learners
 - SEND services and planning/implementation of the national SEND reforms
 - The Virtual School
 - Alternative Provision and Pupil Referral Unit services
 - School place planning and capital programmes
 - Youth Support Services and NEET reduction
2. Deliver an ambitious and impactful school improvement strategy that supports, challenges and, where necessary, intervenes to raise standards, improve outcomes and secure educational excellence.
3. Strengthen leadership and governance across schools, ensuring leaders are equipped to deliver sustainable improvement and foster high aspirations for all learners.
4. Promote a culture of inclusion, ensuring vulnerable children and young people, particularly those with SEND, children in care, and those at risk of exclusion, are supported to achieve their full potential and positive outcomes.
5. Provide strategic leadership for the implementation of national SEND reforms, working collaboratively with education, health and care partners to develop an inclusive, sustainable and high-quality local SEND system that improves experiences and outcomes for children and families.
6. Ensure services are focused on early intervention, prevention and reducing inequalities, promoting equity and enabling children and young people to thrive within their local communities.

Job Description

3. Education Sufficiency, Commissioning and Place Planning

You will play a leading role in ensuring Hartlepool has the right educational provision, in the right place, at the right time.

Key Responsibilities

1. Lead, in partnership with the management team, the strategic planning and commissioning of mainstream and specialist educational provision, ensuring sufficient, inclusive, high-quality and financially sustainable places are available to meet current and future demand.
2. Work closely with commissioning colleagues, schools, health partners and neighbouring authorities to develop innovative local solutions that improve outcomes and reduce reliance on external provision.
3. Provide strategic oversight of school place planning, education capital investment and estate development programmes to deliver high-quality and innovative learning environments for future generations.
4. Work collaboratively with commissioning colleagues to ensure effective commissioning arrangements for vulnerable learners and children requiring specialist provision.

4. Performance, Quality and Continuous Improvement

You will ensure education services are high-performing, evidence-led and focused relentlessly on delivering excellent outcomes.

Key Responsibilities

1. Establish robust performance management, quality assurance and intelligence arrangements that support effective decision-making, early identification of risk and continuous improvement.
2. Ensure services maintain high standards of regulatory compliance, inspection readiness and performance, delivering outcomes consistent with the expectations of Ofsted and other regulatory bodies.
3. Lead service transformation and improvement activity, creating a culture where innovation, learning and excellence are embedded across all services.
4. Ensure the effective and efficient use of financial, human and physical resources, achieving value for money through a whole-system approach to service delivery.

5. Lead on risk, financial and service management arrangements across the directorate, ensuring effective governance and accountability.

5. Partnerships, Skills and Economic Prosperity

You will play a key role in strengthening education and employment pathways and improving opportunities for young people across the borough.

Key Responsibilities

1. Work collaboratively across the Council and with regional and national partners to improve educational progression, employment opportunities and long-term economic outcomes for young people.
2. Lead efforts to reduce the number of young people who are NEET, ensuring effective pathways into learning, training, apprenticeships and employment.
3. Work alongside Economic Growth and Regeneration colleagues, employers, providers and the Tees Valley Combined Authority to develop skills, careers and employment opportunities that support local economic growth.
4. Contribute strategically to regional education, employment and skills priorities, ensuring Hartlepool benefits from collaborative opportunities and investment.
5. Lead partnership working with neighbouring local authorities, particularly across the Tees Valley, to deliver shared priorities, innovative solutions and service improvement.

Job Description

6. Leadership, Workforce and Organisational Culture

You will create a culture where people feel valued, empowered and inspired to make a difference.

Key Responsibilities

1. Provide strategic leadership, support and direction to education teams, ensuring staff are motivated, developed and empowered to deliver excellent services.
2. Foster a positive, supportive and learning-focused culture where employees understand their contribution to the Council's vision and feel valued, respected and included.
3. Champion equality, diversity and inclusion, ensuring these principles are embedded in leadership, decision-making, workforce development and service delivery.
4. Support elected members in their role as community leaders by providing professional advice, information and strategic support.
5. Work jointly with Assistant Directors and partners across Children's Services to deliver integrated, place-based and family-centred services that prioritise prevention, early intervention and inclusion.
6. Act as a visible and influential leader and ambassador for Hartlepool, championing the aspirations of children and young people and promoting a culture where everyone works together as One Team to improve life chances and create positive futures.
7. Ensure compliance with all relevant health, safety and wellbeing requirements and undertake any additional duties commensurate with the responsibilities and strategic nature of the post.

Changes

Over time Council services change and develop. This can impact upon the main duties and responsibilities of the role, and subsequently the post holder, will be required to adapt. Any changes will be appropriate to the grading of the post and will be made in discussion with the post holder.

22 July 2026

Person Spec

REQUIREMENTS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
Educational/vocational/occupational qualifications and/or training	Educated to degree level (F) Evidence of Continuing Professional Development (F, I, R) Evidence of training in leadership and management (F, I, R)	OFSTED Inspector Qualified Teacher Status (F) Leading or being part of a Teaching School Alliance or other partnership.
Work or other relevant experience	A proven track record of consistent and demonstrable achievement at a senior management level within an organisation of comparable scope and complexity and with a developed understanding of the issues facing education and school improvement. (F, I, R) A demonstrable track record of leading, motivating and managing teams to achieve high performing and significant, sustainable service improvements and outstanding results, through internal and external partnerships. (F, I, R) Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within a safe, open and high performing working environment. (F, R) Evidence of an in-depth understanding of the education system, its interdependencies and forces for change. Evidence of establishing a performance management culture to drive continuous improvement, including service planning, target setting, performance appraisal and the management of staff groups. (F, I, R) A track record of working in, and forging, successful partnerships with a wide range of internal and external bodies including other local authorities governmental and non-governmental organisations, the private and voluntary sectors. (F, I, R) A proven track record of working effectively within a political environment, providing clear, balanced advice and guidance on strategic issues that achieve service objectives. (F, I, R)	

Person Spec

REQUIREMENTS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Skills, abilities, knowledge and competencies	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) Ability to deliver systems leadership across a diverse school estate and further education providers. High degree of political awareness and capable of working effectively with the political dimension; ability to support elected members in undertaking their roles as community leaders and ward members. (F, I, R) Ability to lead and manage change whilst maintaining consistency with department and corporate values and ethics, working with uncertainty and ambiguity and developing appropriate relationships with staff and managers. (F, I, R) Ability to optimise service performance and delivery, ensuring efficient and effective use of the available resources (financial, human and physical). (F, I, R) Maintain personal perspective and self-knowledge by maintaining continuous professional development and developing personal resilience and skills. (F, I, R) Ability to develop effective external relationships including being a champion for the local authority and working with communities and other agencies. Maintain focus on strategic and long-term issues by developing and holding a vision/strategic view and an awareness of the organisation's strategic capacity. (F, I, R) Create an environment where a culture of learning is promoted, constructive feedback on him/herself and the service provided is encouraged. (F, I, R) Clarifies individual and team direction, priorities and purpose by clarifying objectives and boundaries and being team orientated to problem solving, decision making and to identifying values. (F, I, R) An inspirational communicator, networker and achiever; capable of communicating the vision of the service and the whole organisation to a wide network of internal and external stakeholders; gaining the confidence and support of various groups through sensitivity to needs; and achieving organisational goals. (F, I, R)	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)

Person Spec

REQUIREMENTS	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)	Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)
General	Calm and copes well with work pressures. (F, R) Visionary and brings teams/people together. (F, I, R) Professional and a good role model for others. (F, I, R)	
ESSENTIAL / DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)		

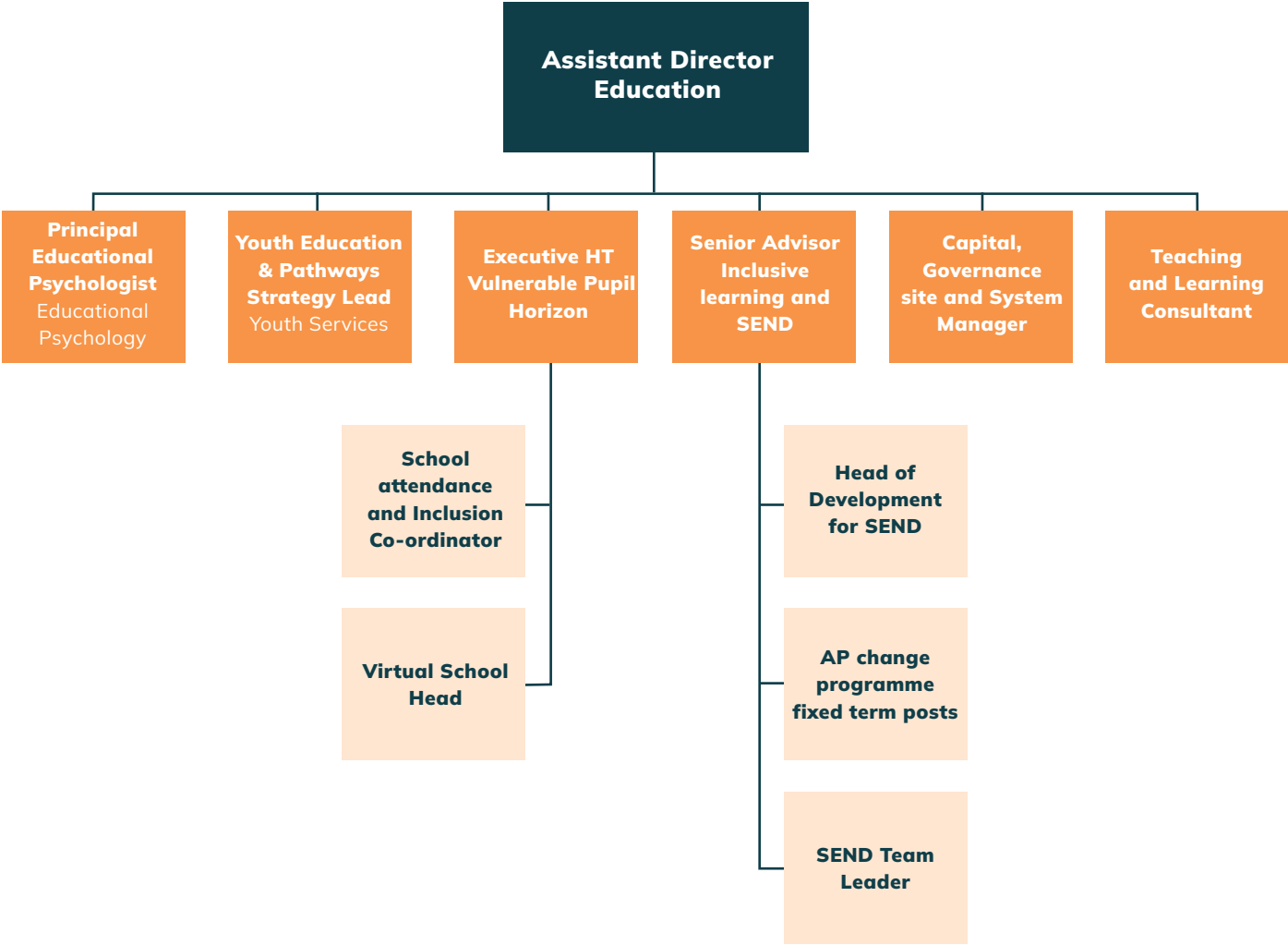
Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council's Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.

**Hartlepool Borough Council
is committed to safeguarding
and promoting the welfare
of children, young people and
vulnerable adults.**

**If this post is subject to safer
recruitment measures, then
a disclosure and barring
service (DBS) check will
be required.**



Structure Chart



Timings & Apply

Recruitment Timetable and How to Apply

Closing Date for Applications:

Midnight Monday 24th August 2026

Technical interviews (virtual):

Wednesday 9th or Thursday 10th September

Final Panel: Monday 21st September

Please note these dates may be subject to change

To apply, please click the following link:

www.tile-hill.co.uk/job/assistant-director-education-aspirations-achievement

Please submit an up-to-date copy of your CV (four sides of A4 maximum), along with a supporting statement (four sides of A4 maximum) detailing your experience, and achievements and addressing the key criteria for the role set out on this site and using examples to demonstrate how you meet the requirements. Documents should be uploaded via our website, please include and upload the below information in two documents only. If you experience any issues whilst applying, please contact matthew.ashby@tile-hill.co.uk

Applications should include:

- Full contact details;
- Names, positions, organisations and contact details for two referees (we will ask your permission before contacting referees);
- Details of your notice period
- Notification of any dates when you are not available for an interview

At Tile Hill, we are committed to inclusion and accessibility. We champion and support all individuals to ensure everyone feels valued, listened to and motivated to get the very best out of each recruitment process and that processes are designed to meet the needs of individuals. If you have any specific requests and would like a confidential discussion with the Tile Hill team, then please email inclusion@tile-hill.co.uk

Hartlepool Borough Council are a Disability Confident Leader. If you'd like to apply under the scheme, please mention this clearly in bold at the top of your supporting statement. If there are any adjustments that would support you during the application or interview process, please let us know.

