



THE CAREERS &
ENTERPRISE
COMPANY

Job Profile

Job Title

Operational Careers Hub Lead

Location

To be decided locally, but there is an expectation that the Operational Hub Lead will be external facing, attending face-to-face meetings with stakeholders in a range of settings, within the hub boundaries but also at national events

Reporting to

Skills Lead/Strategic Careers Hub Lead

Direct Reports

None

Salary

£38,000

Term

Fixed Term contract

Interviews will take place 17th August

Do you want to be part of a mission-driven team focused on transforming young people's lives? Do our values resonate with you? If so, we'd love to hear from you!

Local Summary

The Education People is owned by Kent County Council and is a one-stop shop for education services, to help you improve learning, wellbeing, and children's development. We support the full age range from early years to young adults, with over 800 products and services available specific to education needs always. Our people are here to support your people and ensure you receive a high-quality product and get value for money.

Whilst this post is advertised via Kent County Council your employment will be with The Education People.

At The Education People we are guided by our shared values:

- **Moral Purpose:** We are driven by our shared moral purpose to do all that we can, both directly and indirectly, to improve educational outcomes and life chances.
- **People First:** We are committed to always putting people first: our staff, clients and partners, and above all, the people we serve.
- **Stronger Together:** We believe in the power of partnership and collaboration, understanding that the very best outcomes are delivered only when we embrace challenge and work together – with each other, our clients, and partners.
- **Excellence:** We strive to excel in the delivery of high-quality services that produce lasting outcomes: balancing pace, precision, practicality, and cost.
- **Spirit of Innovation:** We have a restless curiosity; we embrace every opportunity to learn, to challenge the status quo, and to seek to set new standards for outcomes and delivery.

THE EDUCATION
PEOPLE

- Integrity: We expect the highest standards of professionalism and integrity of ourselves and others, acting at all times within the ethical framework of our values.

Key Responsibilities

The Careers & Enterprise Company (CEC) is the national body for careers education in England, delivering support to schools and colleges to deliver modern, 21st century careers education. Careers Hubs bring together schools, colleges, employers, and apprenticeship providers in a local area. The goal is to work together and help schools and colleges improve how they prepare young people for their best next steps.

Strategy

1. To deliver as much **impact** as possible on the lives of young people
2. To deliver a universal service, but one that targets **inclusion** and removing barriers for young people
3. To build a system where high impact careers education can continue long into the future

Scope and Purpose of the role

- Lead and manage a team of Enterprise Coordinators and volunteers to provide high quality careers and enterprise education for 11–18-year-olds. Aligning with the Local Enterprise Partnership / Combined Authority / Local Authority economic and skills priorities, effective delivery will improve career outcomes and achieve sustainable change in provision at a local and national level.
- Ensure service delivery is consistently of a high quality, aligns to the Gatsby Benchmarks and achieves the outcomes within the Careers Hub Strategic Plan, and the Grant Funding Agreement with The Careers and Enterprise Company.
- Work closely with the Strategic Hub Lead and cross sector stakeholders within the careers space, driving collaboration and ensuring delivery of the Careers Hub Strategic plan.

The main responsibilities include but are not limited to:

- Support the team of Enterprise Coordinators to develop their ability, using the Enterprise Coordinator Competency Framework to identify gaps and ensure that relevant support and learning are actioned to address the gaps.
- Ensure that individual schools and colleges action plans are aligned with the Careers Hub Strategic Plan and local economic and skills priorities.
- Work closely with Enterprise Advisers and Enterprise Coordinators to ensure a consistent and regular process for collating and reviewing performance data, including Gatsby Benchmarks, using local and national data management systems.
- Analyse and review performance of all schools and colleges within the Hub to identify barriers and gaps in performance. Work closely with the Strategic Lead and other Operational Lead for the Hub to develop and provide targeted support to address gaps and remove barriers to service delivery and improve careers provision for all young people.

- Work closely with the Strategic Lead and other Operational Lead to embed robust systems and processes for contract management, financial and risk management and tracking and reporting on key deliverables to ensure the hub budget and Grant Funding Agreement reporting requirements are achieved.
- Work closely with the Strategic Lead and Operational Lead for the Hub to embed a process of continuous improvement and quality assurance with all stakeholders and establish the careers hub as a beacon of best practice.
- Build and promote a vibrant, diverse, and representative 'community of practice' to facilitate peer to peer learning, collaboration, and the scaling of what works to enhance the impact of the Careers Hub, to schools and colleges directly involved in the Hub and across a wider national community of practice.
- Direct and manage the recruitment, development, and retention of Enterprise Advisers to support the delivery of the Careers Hub Strategic Plan and Grant Funding Agreement and ensure on-going, relevant, and timely support is provided.
- Coordinate and work closely with careers providers and CEC grant recipients to ensure that delivery is targeted to support those schools and colleges that are most in need of support and will have the most impact for young people.
- Build relationships and collaborate with careers providers such as National Apprenticeship Service, National Careers Service and Job Centre Plus to align national and local provision to enhance careers outcomes for young people.
- Develop strong partnership working with The Careers and Enterprise Company to enhance impact and remove barriers to system change.
- Ensure that processes are in place and managed to support research and evaluation projects that evidence the impact of the Career Hub.

Qualifications and experience required

Essential:

Demonstrable experience of managing people and driving performance to achieve ambitious targets.

Experience of performance management, objective setting, aligned to organisation goals and proactively addressing under performance and coaching for improvement.

Demonstrable experience of engaging and building relationships with stakeholders from education, the careers sector and business.

A track record for working collaboratively with a variety of stakeholders to achieve a common goal or purpose.

Able to influence a variety of stakeholders to support a common goal.

Desirable:

Experience of managing a multi-disciplinary field-based team working with multiple stakeholders to drive performance and achieve ambitious targets.

Experience of working with schools and college leaders and understands the constraints and barriers to service delivery in schools.

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| <p>A track record of delivering programmes or projects with multiple stakeholders on time and to budget.</p> <p>Experience of working with volunteers and of volunteer management.</p> <p>Demonstrates an understanding of local skills and economic priorities and the issues facing young people in accessing employment.</p> <p>Shows a strong understanding of the careers landscape and wider economic, political and social drivers of business for engaging with and supporting schools, colleges and young people.</p> <p>A track record and understanding of contract management and grant funding and fiscal and risk management associated with these.</p> <p>Evidence of effective process design, development and implementation including quality assurance and standardisation of operating procedures and practices.</p> <p>A demonstrable understanding of post-16 landscape including National Apprenticeship Service, Uni-Connect, National Careers Service and T Levels.</p> | <p>Experience of initiating and leading a project with multiple stakeholders to achieve a common goal.</p> <p>Successfully implemented/ directed and managed a volunteer programme within the education sector, with volunteers from business.</p> <p>Strong understanding of strategic priorities for the LEP/CA/LA, regeneration plans, recovery plans and sector deals local labour markets demographics.</p> <p>Track record of operational management of grant funded programmes within the education, careers or third sector.</p> <p>Evidence of working with quality assurance programmes within education sector.</p> |
| Skills and core competencies | |
| <p>Essential:</p> <p>Strong people management skills able to set clear objectives, build accountability and inspire and lead a team to achieve results.</p> <p>Strong relationship management skills able to engage, influence and drive collaboration with a variety of stakeholders to achieve results.</p> <p>Articulate and confident public speaker and effective communicator.</p> <p>Proficient contract manager, fiscally competent and able to manage and mitigate risk.</p> | <p>Desirable:</p> <p>Strong coaching skills.</p> <p>Track record of Account Management in a commercial environment</p> |

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| <p>Highly organised, well developed time management skills with effective priority setting.</p> <p>Proactively address problems and works collaboratively to develop effective solutions to achieve results.</p> <p>Able to work under pressure, is resilient and remains calm and focussed.</p> <p>Competent at systems and process design and implementation to achieve consistency of practice.</p> <p>Confident at data analysis and able to use data and evidence to influence and drive new ways of working, drive change and manage performance.</p> <p>Competent user of mainstream IT software, web-based technology, and social media.</p> | <p>Demonstrable capabilities in evidencing performance to show compliance with grant funding or contracting context.</p> <p>Thinks creatively and 'outside the box' and enjoys innovating.</p> <p>Takes responsibility for own decisions and learns and adapts based on experience.</p> |
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Job Profiles are not part of the terms and conditions of employment and may be subject to change.

Annex C: Company Values and Expectations

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