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Are you ready to improve the lives and prospects of everyone in South Lanarkshire?

Head of Education

Job ref: FCR2265

£115,990 - £120,607

Recruitment pack



About us

South Lanarkshire is the fifth largest council in Scotland, as well as being one of its most diverse. Home to a population of around 334,030 and covering 180,000 hectares stretching from Glasgow to the Borders, South Lanarkshire thrives upon a mix of urban and rural communities.

Our Council Plan, Connect seeks to support all who live and work here – from the youngest to the oldest – through 6 key outcomes. It also outlines our vision and priorities to improve, sustain and enhance what matters most to them. Education, housing, sustainability, economic development, tackling deprivation and poverty, and looking after our most vulnerable, are top of the list.

This vision also strives to make South Lanarkshire one of the strongest and most dynamic economies in Scotland, where businesses, communities and residents can prosper and achieve their full potential.

Despite the pressures facing local government today, we continue to commit to significant capital investment in our school estate, social housing, roads and care for the elderly.

As a key partner in the Glasgow City Region City Deal, a £1.13 billion initiative focused on investing in infrastructure and economic development assets, we are committed to supporting and developing our business base and key sectors.

With the advent of the South Lanarkshire Health and Social Care Partnership, the council has taken the opportunity to develop new strategic approaches to our care for the elderly, working with our health partners to provide the support this and future generations will need.

South Lanarkshire is also a listening council. Our membership of the Community Planning Partnership allows us to engage across the spectrum of services and those who use them.

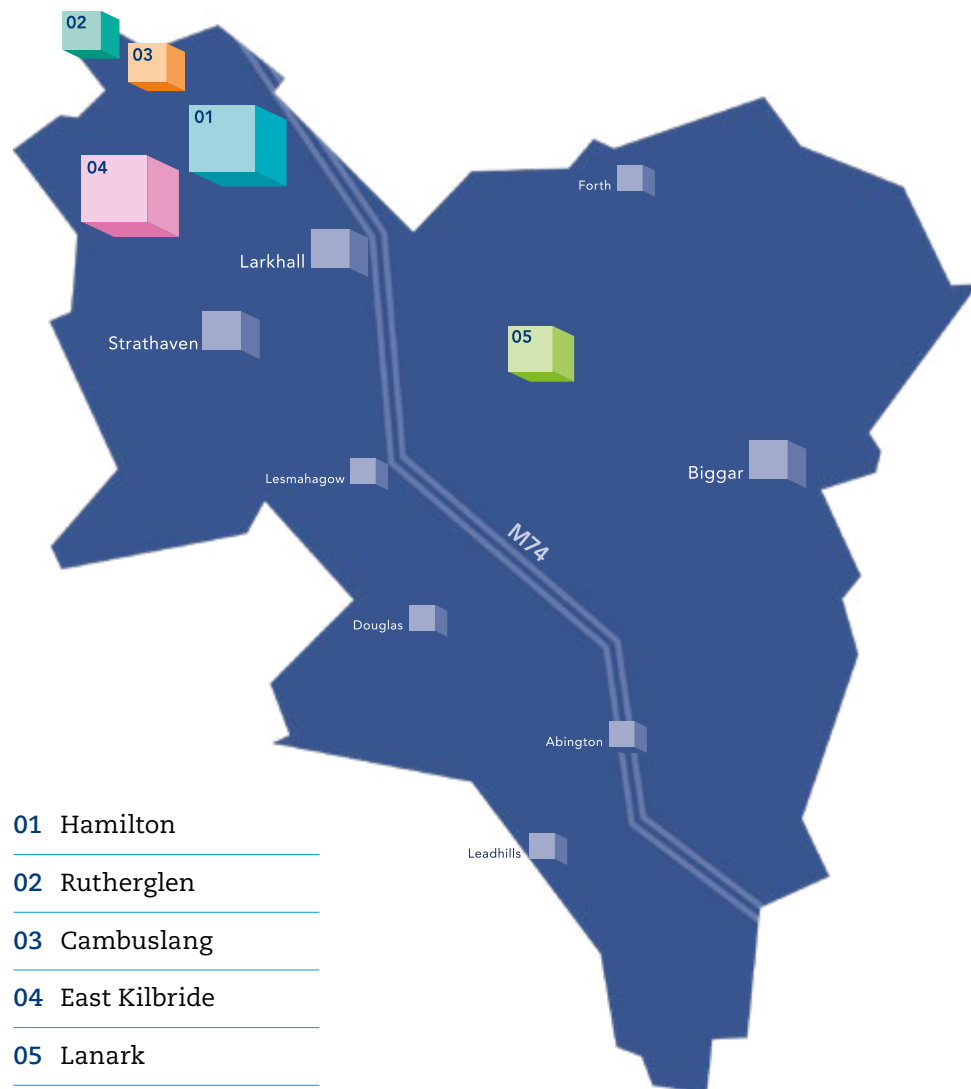
Here in South Lanarkshire citizens enjoy an excellent quality of life. Green spaces, cultural opportunities, enviable transport links and affordable housing make this an attractive place to live, work and bring up family.

The foundations have been solidly laid to enable us to continue to promote South Lanarkshire on a local, national and international stage, whilst ensuring our people can, and will, prosper.



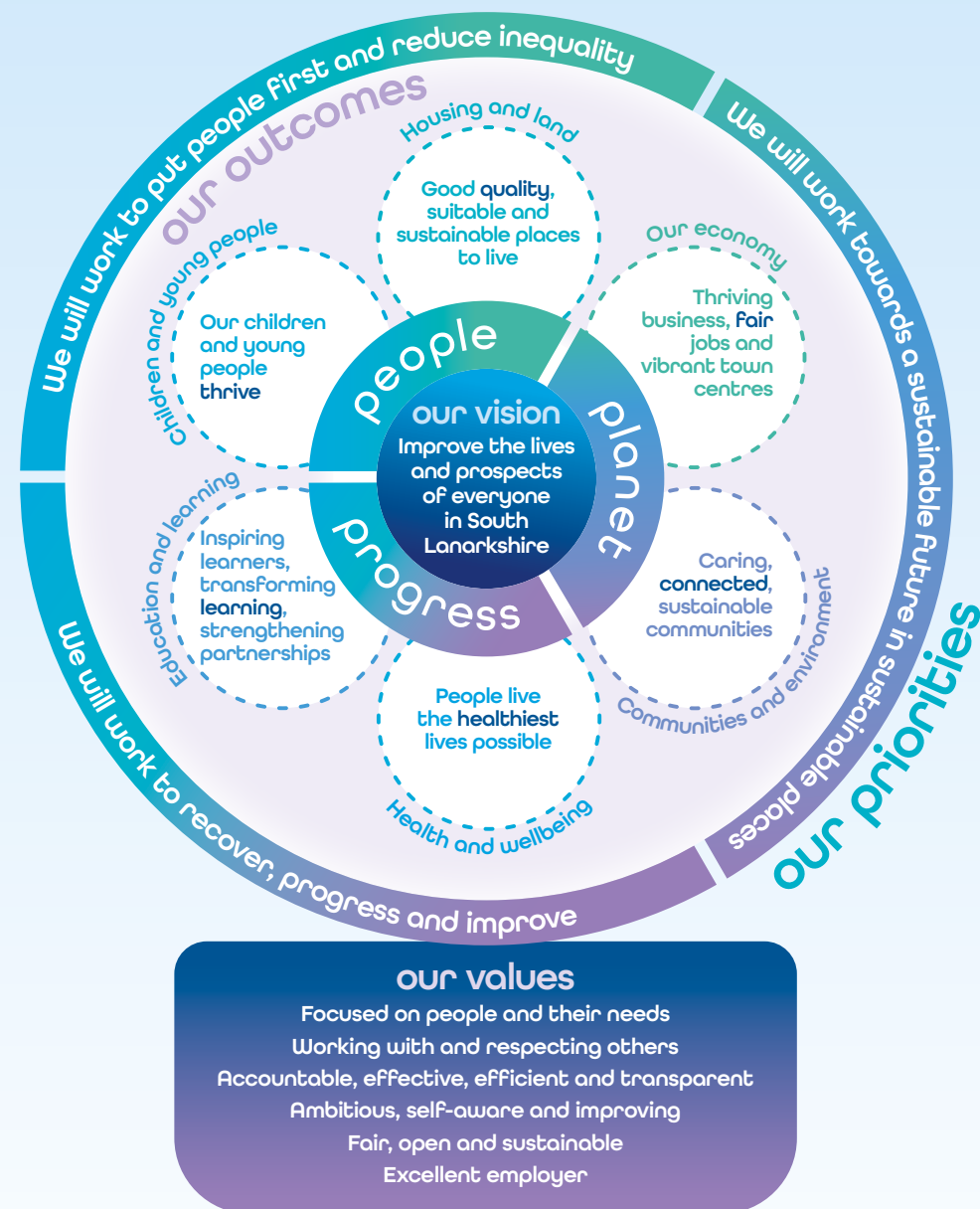
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About the area



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South Lanarkshire Council 100020730 2023

Our vision



ambitious, self aware and improving • fair, open, sustainable • excellent employer

About the service

South Lanarkshire is one of the Scotland's biggest and most progressive local authorities. It is an ambitious, high-performing organisation with a clear vision to improve the lives and prospects of everyone in South Lanarkshire.

There are over 55,000 young people attending nursery, primary, secondary and additional support needs schools in South Lanarkshire. This includes 124 primary schools one of which provides Gaelic medium education, 17 secondary schools one of which provides Gaelic medium education, seven additional support needs schools and 23 supported provision bases in the South Lanarkshire area. Pre-school education is provided in 85 Early Years establishments, along with our partnership agreements with external providers: facilities include 65 nursery classes in schools, 20 community nurseries and partnerships with 106 external providers.

The council has invested in a completely new school estate over the past decade, which is widely recognised as one of the best in the United Kingdom and beyond.

Our schools and establishments nurture ambition and aspirations, improve attainment and achievement and create and widen opportunities for all children and young people. Creative and inspirational learning and teaching takes place across our establishments and services every day.

South Lanarkshire Council's priorities for education have been influenced and shaped following extensive consultation and engagement with stakeholders, including the views of children and young people.

Our values, purpose and priorities are the building blocks for the Education Resources Plan, as well as our service plans and school improvement plans. This enables everyone within the Education Service to have a shared and clear purpose in efforts to achieve better outcomes for children, young people and families.



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Strategy on a page

Set out below are the priorities for all schools, educational settings and services in 'Our strategy on a page'.

Our aim is to inspire all learners, transform their learning experiences and strengthen the partnerships we have with parents/carers and families and agencies and services who support the learning and wellbeing of children and young people.

Our Strategy on a page

Our Vision

Improve the lives and prospects of everyone in South Lanarkshire

Our Values

Fairness, empathy and the commitment to make a difference to the lives of all learners

Our purpose:

Inspiring learners, transforming learning, strengthening partnerships

Our priorities for 2022/23 and beyond:

Improve health and wellbeing to enable children and Families to Flourish.

Ensure inclusion, equity and equality are at the heart of what we do.

Provide a rich and stimulating curriculum that helps raise standards in literacy and numeracy.

Support children and young people to develop their skills for learning, life and work.

Empower learners to shape and influence actions on climate change and sustainability.

Our priorities are the building blocks for our Resource Plan, Service Plans and School Improvement Plans.

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#itsSLC

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Head of Education

Are you ready to help improve the lives and prospects of everyone in South Lanarkshire?

South Lanarkshire Council is an ambitious, top performing organisation with a clear vision, shared by both members and officers, to work together to improve the quality of life for everyone in South Lanarkshire.

We are looking for a high-performing, dynamic, ambitious and people-centred individual to lead our work. This is demanding but rewarding role with plenty of scope to make an impact and advance your achievements. In return we can promise you excellent terms and conditions as well as a positive culture built on teamwork and ambition.

You will be a key member of the Education Management Team providing operational and strategic direction.

As a Head of Education within Education Resources, you will have responsibility for leading, directing and managing the strategic and operational development of aspects of the education strategy within South Lanarkshire Council through:

- Undertaking a strategic lead in raising educational attainment for all and closing the equity gap by ensuring that the aspirations of the National Improvement Framework are fully realised.
- Developing, implementing and evaluating policies and procedures that contribute to securing improvement across all establishments.
- Develop and implement policies and procedures that contribute to securing inclusion for children and young people across South Lanarkshire.
- Leading and continue to improve the SLC Leadership Development Programme.
- Developing our approach to excellence and equity including the strategy around SEF and PEF monies and the National drive to “close the poverty-related attainment gap”.



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Head of Education

In addition, the role will involve:

- Providing high-quality line management, pastoral and operational support to a number of Head Teachers and schools across several Learning Communities.
- Recruitment of senior staff including Head Teachers.
- Contributing to the wider management of the service through close working with the Executive Director, Heads of Service and a wide range of partner organisations in order to ensure a coordinated approach to the delivery of a range of policies, initiatives and resource requirements.
- Working with a range of partners to ensure that appropriate support packages are developed and implemented for vulnerable children and families.
- Responding effectively to enquiries and complaints by coordinating responses from a range of officers to issues that may arise.
- Providing accountability by providing regular and detailed updates on developments including preparing and presenting reports to Committee.
- Contributing to the wider management of the service through close working with the Executive Director, Heads of Service and a wide range of partner organisations in order to ensure a co-ordinated approach to the delivery of a range of policies, initiatives and resource requirements.

In addition, you will be required to drive through substantial efficiencies, demonstrating value for money and continually reviewing business activities. You must be able to analyse and understand performance information and translate this into the effective deployment of resources in order to achieve the highest levels of service delivery and customer satisfaction.

Suitable candidates for this challenging role will demonstrate experience and understanding of the key challenges facing education as well as being an expert in their field. You will have a track record of success in leading within an educational setting, a strategic approach and a strong commitment to continuous improvement. The successful candidate will have proven ability in securing improvements for children and young people. The successful candidate will have proven experience in inspiring staff to deliver services of the highest quality, excellent communication skills and the ability to build and develop effective relationships with various stakeholders including elected members.

Given the challenges ahead we will require a high performing individual who will be flexible and adaptable and will be able to create and maintain strategic partnerships and engage fully with employees and service users.

For an informal enquiry about the role please contact Lyndsay McRoberts, Executive Director on 01698 454379.

Indicative dates:

Assessment centre: w/c 20 October 2025

Interview date: w/c 3 November 2025

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Behaviours framework

The council's behaviour framework is a set of core behaviours that defines how employees approach work to enable the delivery of key tasks for the role. The expected behaviours for this role are:

Efficient

- Drives service improvement and innovation by communicating vision and a sense of purpose across area of responsibility.
- Achieves efficiency savings taking account of council objectives and workforce planning requirements whilst improving outcomes for the communities of South Lanarkshire Council.
- Develop services which have a positive impact on the physical environment of South Lanarkshire Council ensuring sustainability of resources.
- Adopt a non bureaucratic approach to service delivery and encourage others to seek simple solutions to achieve objectives.
- Adopt a project management approach when reviewing services and delivering change.

Flexible

- Plans for the variability of service demand and resource availability ensuring the system has the resilience and capacity to cope with uncertainty.
- Leads creative approaches in designing services and developing new ways of working which achieve efficiency and improvement.
- Views and presents change as an opportunity to modernise and 'future proof' services.
- Drives change by persuading and influencing others.
- Understands the impact on change on others and becomes a focal point of support and guidance in times of uncertainty.

- Takes responsibility for change and coaches others to do the same.
- Communicates facts to dispel rumours.

Performing

- Focus on strategic long term outcomes, anticipate changes in working practices and effectively manage transitions.
- Works to achieve and vision of customer focus, improvement and excellence within the council, as well as with partners and other stakeholders.
- Gives teams defined structures and clear direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Health, safety and wellbeing are at the heart of approach and ensure that these principles are understood in the application of your strategic responsibilities.

Working with others

- Spends time building relationships with partners.
- Facilitates elected member involvement and consults with representative groups when formulating strategies.
- Inspires a 'one team' culture.
- Builds networks, locally regionally and nationally to help provide support and expertise by shaping and driving forward agendas and addressing concerns.
- Role models inclusive leadership; respecting colleagues, partners and customers and treating people according to their needs.
- Engages with communities, internal and external partners ensuring the full range of views are taken into account.

- Understands the importance of communication, evaluates its effectiveness and takes steps to improve; leading and encouraging open communication at all levels in the organisation.
- Understand respectful challenge and makes own case whilst recognising the concerns of others.

Leading

- Visible and accessible to employees within your service/area of responsibility.
- Role model for inspirational leadership.
- Builds commitment and engagement to improve team cohesion and outputs.
- Demonstrates sensitivity and good judgement in decision making and relationships.
- Is able to take difficult decisions in complex and challenging situations for the best interests of the service and the council.
- Evaluates resources, options and consequences in decision making.
- Communicates positive messages about the organisation, acting in its best interests and being an ambassador for South Lanarkshire Council.
- Understands the power and authority that comes with the senior manager role and adapts behaviour to ensure interactions with others are positive and empowering.
- Coaches and mentors others and has continuous learning and development as a key priority for the service.

Position requirements

Education, Qualification and Training

Essential

Educated to degree standard and hold a professional qualification or equivalent
Member of a recognised, relevant professional body

Desirable

Hold additional degree level qualification in education or management

Skills, knowledge, experience

Essential

- Significant experience at Senior Management level within an education setting
- Ability to deliver organisational goals, demonstrate leadership, inspire and influence and build successful partnerships
- Detailed knowledge of relevant statutory procedures, regulations, policies and influences in relation to education
- Ability to build effective relationships with staff, parents, children and young people
- A high degree of political awareness and knowledge of the pressures and opportunities within the Local Government setting
- Ability to work collaboratively within a multi-disciplined environment to drive forward a culture of teamwork, accountability and success

Desirable

- Direct experience of leading an Educational setting or service
- Involvement in National groups or workstreams
- Particular experience with regards to leading both excellence and equity initiatives
- An interest and expertise in leading Quality Assurance
- Experience of leading and implementing inclusive policy and practice

Personal Qualities

- Strong personal commitment to improving education and the life chances of children and young people
- A genuine commitment to behaving with honesty and openness, treating people consistently, fairly and with respect
- To be persistent, tenacious, highly motivated and not easily discouraged
- Inclusive and supportive team player
- To work in a flexible, adaptable manner and to always act with discretion and tact
- Outward looking, strategic approach to securing improvement

Other

- This post has been politically restricted in terms of the Local Government and Housing Act 1989
- This post is subject to Disclosure Scotland check

Recruitment checks

As part of our approach to good practice and safer recruitment we carry out a number of essential pre-employment checks, for example Identity and Right to Work, PVG and Disclosure, qualifications, registration, employment history and gaps in employment and references.

South Lanarkshire Council is committed to providing support to members of the armed forces, veterans and their families which is set out in the Armed Forces Community Covenant. Veterans are guaranteed an interview who meet the minimum requirements for the position.

South Lanarkshire Council is an Equal Opportunities employer and encourages applications from all members of the Community. As a user of the Disability Confident Scheme, we guarantee to interview all disabled applicants who meet the minimum requirements for the position.



Further information

You can find more detailed information about the council, its priorities and its policies by following these links:

[South Lanarkshire Council website](#)

[Council departments](#)

[Council performance](#)

[Connect – council plan](#)

[Plans and policies](#)

[South Lanarkshire councillors and committees](#)

[South Lanarkshire View](#)

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire University Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

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Email: equalities@southlanarkshire.gov.uk



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