

EDUCATION SCOTLAND

ROLE DESCRIPTION

Attainment Advisor – C2

Main Purpose of Role

Attainment Advisors engage in a range of activities to promote equity and to raise attainment and achievement. The role is focused on the national priority of closing the poverty related attainment gap. They are senior staff within our regional teams. Senior leadership experience, a track record of delivering improved outcomes for learners, making best use of data and the ability to work well in teams and with colleagues at all levels in a support and challenge role are all essential requirements. The post will be area-based, primarily in the West of Scotland, and will include working with colleagues within a designated local authority and across the regional improvement collaboratives.

Key Responsibilities

- Work jointly with internal and external colleagues in local authorities and regional improvement collaboratives to promote equity and to raise attainment and achievement to close the poverty related attainment gap.
- Lead and engage in professional discussions with practitioners, stakeholders and senior managers, providing challenge, support and advice as required. Work closely with frontline practitioners to improve outcomes for learners.
- Provide advice and guidance which is evidence based and independent, analysing and interrogating data and intelligence to produce information and high quality reports to inform current and future education provision and practice.
- Maintain a high level of awareness of current and developing policy and practice in specific aspects of education provision. Engage in appropriate professional learning and development to build professional knowledge and expertise.
- Take account of equality and diversity in all aspects of work, model good practice in challenging discrimination and promoting equality to encourage positive outcomes across all education aspects and services.
- Develop and deliver high quality professional learning and leadership development at all levels of the system to build capacity and encourage improvements in practice and performance.
- Promote and engage in a strong culture of collaboration at all levels of the education system.

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- Contribute to providing professional, comprehensive and informed advice and guidance to Scottish Government policy colleagues and Scottish Ministers to inform the development of policy in specific areas of education provision.

Person Specification

Essential Criteria

- Sound leadership and management experience in delivering improved outcomes for learners demonstrating a sound understanding of the impact of poverty on educational outcomes/experience of tackling inequity.
- Significant experience of working in a leadership capacity with proven positive impact including a strong understanding of emerging developments across all aspects of Scottish education.
- Strong interpersonal skills and the ability to work well in teams and with stakeholders demonstrating excellent written and verbal communication skills and the ability to operate with impartiality, fairness and diplomacy and maintain confidentiality.
- The ability to manage and deliver projects and programmes and report on their impact including the ability to collate and analyse a range of quantitative and qualitative data and intelligence to identify issues and solutions for improvement.

SG Skills for Success

Skills for Success is the Competency Framework that underpins career planning and development in the SG. It identifies a set of core skills that everyone should have and be able to demonstrate whatever job they do.

Managing and Leading

- People Management
- Leading Others

Delivering Outcomes

- Communications and Engagement
- Improving Performance
- Analysis and Use of Evidence
- Financial Management