

Part A - Grade & Structure Information

Job Family Code	7BF	Role Title	Office Manager
Grade	p7	Reports to (role title)	Principal
JE Band	228 - 268	School	The Howard Partnership Trust
		Date Role Profile created	May 2021

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. THPT reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	Act as Personal Assistant (PA) to the Principal/School Leadership Team and undertake a full range of secretarial and administrative duties and specific projects to enable the school to run efficiently. Key deliverables to include: As PA manage the Principal's appointments diary and meeting arrangements, handle confidential queries and issues, deal with external agencies as needed, prepare and despatch correspondence and take minutes when required. Support the activities of the school office undertaking administrative and welfare duties as required. Liaise with Senior management and other staff concerning priorities, deadlines, policies and procedures and maintain effective communication systems both within the school and externally. Manage projects and key school activities which enhance the curriculum and enrich the life of the school within the community.
THPT Work Context and Generic Responsibilities	Maintain confidentiality in and outside of the workplace. Be pro-active in matters relating to health and safety and report accidents as required. Support aims and ethos of the school setting a good example in terms of dress, behaviour, punctuality and attendance. Uphold and support the School's Policies and procedures on the Safeguarding of young people.

Line management responsibility if applicable	Responsibility for line managing the team of Admin Assistants.
Budget responsibility if applicable	Responsibility for the Admin Budget.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	<u>Analysis, Reporting & Documentation</u> • Prepare reports/statistics/briefings to meet statutory/management information requirements. • Recommend improvements and support implementation to systems, processes and procedures, ensuring best practice is shared across the team. <u>Service Delivery</u> • Deliver a range of administrative and/or customer/consultancy services in support of existing systems or processes to agreed standards, to maximise service quality and continuity. May authorise transactions where appropriate. • Respond to and resolve enquiries and problems, judging when to pass on complex queries or involve others, to provide an effective service and clear advice to colleagues and customers. <u>Planning & Organising</u> • Provide comprehensive support to a group of senior staff, ensuring confidentiality, effectively organising internal and external activities/events to support the delivery of efficient services. • Plan and prioritise own work activities for the weeks ahead, to ensure operational efficiency. • Respond effectively to changing demands, adjusting priorities as needed. <u>Finance/Resource Management</u> • Maintain financial, and/or stock records, and review data to contribute to resource planning. <u>Work with others</u> • Maintain a network of contacts, drawing on support and advice from others to resolve problems. • Communicate and liaise with service users and/or external contacts, representing the team/service as required. • Support, coordinate and undertake research into a variety of projects in the defined area of activity to support achievement of team's objectives. <u>People Management</u> • May guide and/or supervise junior staff in their duties to facilitate their development and ensure service quality standards are maintained. <u>Duties for all</u> Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.

	Health, Safety & Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others. To have regard to and comply with safeguarding policy and procedure as appropriate.
Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	• Educated to A level or equivalent, or able to evidence ability at an equivalent level. • Relevant HR, Management, business administration or financial qualification to NVQ Level 3/4, or able to evidence knowledge and understanding of relevant disciplines. Willingness to study for a relevant professional qualification if appropriate. • For some roles a relevant degree may be required. • Good IT skills. • Ability to work with others to achieve objectives and improve customer service. • Good written and oral communication skills with the ability to build sound relationships with customers to improve customer service. • High level administrative/organisational and analytical skills. • Ability to prioritise and plan own workload in the context of conflicting priorities and work on own initiative. • A methodical approach to information gathering, recording and reporting. • Previous relevant work experience. • Experience of maintaining and improving business/ database systems/secretarial processes and systems (as appropriate).
Details of the specific qualifications and/or experience if required for the role in line with the above description	The successful candidate will be subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service (DBS). THPT is committed to the safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
Role Summary	Roles at this level provide a comprehensive business support service in a defined service or functional area, or provide specialist support services. Many will possess technical rather than professional expertise in the main disciplines, or have substantial experience of administrative procedures to enable them to guide and advise others. There will be minimal day-to-day supervision, but clear guidance is available. The roles will plan for the weeks ahead and prioritise to accommodate non standard work. They often require understanding of complex procedures and support systems, and the ability to allocate workload and react to changing priorities. Although most work will follow established patterns, initiative is needed to handle processes and resolve problems and queries based on experience and judgement, mainly without reference to others. These roles may work alone instead of as part of a team,

	or the system or process used may require specialist knowledge or experience. Some roles involve supervision of staff, others involve undertaking specialist functions or the provision of a broad comprehensive business admin services which may include coordinating activities, different customer and service users.
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