Northumberland County Council

**JOB DESCRIPTION**

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| **Post Title:** Admin Assistant (Level 4)  | **Director/Service/Sector :** Children’s Services | **Office Use** |
| **Band:** 4 | **Workplace:** | JE ref: SG4HRMS ref: |
| **Responsible to:** Senior Admin Manager | **Date:** | **Manager Level:** |
| **Responsible for:** The management of the admin. / office staff team |
| **Job Purpose:** Organise and supervise administrative systems within the school. Contribute to the planning, development and monitoring of support services and/or management of support staff, including co-ordination and delegation of relevant activities, maintaining confidentiality at all times. |
| **Resources** | Staff | Supervision of a small number of staff including training |
| Finance | Handling cheques, invoices and small amounts of petty cash. |
| Physical | Office Equipment, Accuracy and Security of Databases |
| Clients | Internal (Teachers, Other Staff, Pupils) and External (Parents, Visitors, Members of the Public) |
| **Duties and key result areas:****Organisation** 1.      Take a lead role in planning, development, design, organisation and monitoring of support systems/procedures/policies2.      Line Management responsibilities in relation to school administrative staff3.      Manage the day-to-day work of school administrative staff4.      Liaise between managers/teaching staff and support staff5.      Hold regular team meetings with managed staff6.      Undertake recruitment/induction/appraisal/training/mentoring for other staff7.      Be involved in the recruitment of other administrative staff8.      Deal with administrative tasks relating to recruitment matters**Administration**1.      Take lead role in the development and maintenance of record/information systems2.      Provide detailed analysis and evaluation of data/ and produce detailed reports/information as required3.      Produce, and respond to, complex correspondence4.      Provide organisational and complex administrative support to other staff 5.      Provide organisational and complex advisory support to the Governing Body (if required by the school) 6.      Manage complex administrative procedures 7.      Be responsible for completion and submission of complex forms, returns etc., including those to outside agencies e.g. DfES8.      Manage school lettings9.      Organise and monitor progress towards premises repairs 10. Manage the administration of the payroll system (if required by the school)**Resources**1.      Be responsible for the selection and management of resources, including management of a budget and regular audit of resources2.      Be involved in the recruitment of administrative staff3.      Provide administrative support in relation to recruitment and employment matters 4.      Provide advice and guidance to staff and others on complex administrative issues 5.      Undertake research and obtain information to inform decisions6.      Take a lead role in procurement and securing sponsorship/funding7.      Manage service contracts8.      Manage school licences and insurance9.      Take a lead role in marketing and promoting the school10. Manage facilities including premises, lettings and associated income, building and projects etc.11. Manage financial administration procedures12. Take a lead role in planning, monitoring and evaluation of budget13. Be responsible for the management of expenditure within an agreed budget 14. Be aware of health and safety issues in relation to VDU screens and office practice**Responsibilities**1.      Comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns  to an appropriate person2.      Assist with the development of policies relating to confidentiality and data protection3.      Be aware of and support difference and ensure equal opportunities for all4.      Contribute to the overall ethos/work/aims of the school5.      Develop constructive relationships and communicate with other agencies/professionals6.      Share expertise and skills with others7.      Participate in training and other learning activities and performance development as required8.      Recognise own strengths and areas of expertise and use these to advise and support others 9.      To undertake other duties and responsibilities as required commensurate with the grade of the postThis school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.  You are therefore under a duty to use the school’s procedures to report any concerns you may have regarding the safety or well-being of any child or young person.The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis. |
| **Work Arrangements** |
| Transport requirements:Working patterns:Working conditions: |  |

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**PERSON SPECIFICATION**

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| **Post Title:**  Admin Assistant (Level 4) | **Director/Service/Sector:** Children’s Services | **Ref:** SG4 |
| **Essential** | **Desirable** | **Assess****by** |
| **Knowledge and Qualifications** |
| NVQ Level 4 or equivalent qualificationExcellent numeracy and literacy skills( at least NVQ 2 Qualification) | Degree in a relevant discipline | (a), (t) |
| **Experience** |
| Several years experience working in an office environment at a senior levelExperience of managing staff  | Experience of working within a school or educational establishmentExperience of managing and developing a staff team | (a), (i) |
| **Skills and competencies** |
| Effective use of specialist ICT packages e.g. SIMS, ORACLEExperience of using specialist equipment and resourcesFull working knowledge of all relevant policies/cods of practice and legislationAbility to relate to both adults and children Ability to self-evaluate learning needs and actively seek out learning opportunities |  | (a), (i) |
| **Physical, mental and emotional demands** |
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| **Other** |
| Willingness to participate in personal development  | Evidence of learning beyond the work place | (i) |

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits