

**Part A - Grade & Structure Information**

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| **Job Family Code** | **7BF** | **Role Title** | **PA to the Principal** |
| **Grade** | **P7** | **Reports to (role title)** | **The Principal**  |
| **JE Band** |  **228 - 268** | **School** | **The Howard Partnership Trust** |
| **Date Role Profile created** | **March 2022** |
| **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 | The role of PA to the Principal is to provide a professional, efficient, proactive and responsive administrative and executive support function to the Principal, Senior Leadership Team and the wider School community.Key duties include but are not restricted to:* To be responsible for the management of the Principal’s diary ensuring that he/she can perform his/her daily leadership and management responsibilities effectively
* To line manage the Administration Team and ensure they are deployed effectively
* To anticipate and schedule regular events and meetings and to organise all arrangements for meetings as required including the circulation of the agenda, collation of documents and hospitality.
* To take minutes at meetings as requested.
* To support the Principal with all his/her paperwork and administration, ensuring that efficient and effective electronic and manual file management systems are in place.
* To proactively support the Principal in acting as a first point of contact in responding to telephone and email enquiries received by him/her from a range of stakeholders ensuring that such communications are managed in a professional and timely manner and that any resultant actions are followed up efficiently.
* To act as a liaison between the Principal, Senior Leadership Team and the wider School community to ensure that matters are dealt with promptly and effectively.
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| **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 behaviour, punctuality and attendance.Uphold and support the School’s Policies and procedures on the Safeguarding of young people. |
| **Line management responsibility**if applicable |  |
| **Budget responsibility**if applicable |  |
| **Representative Accountabilities** Typical accountabilities in roles at this level in this job family | **Analysis, Reporting & Documentation**• 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.**Service Delivery**• 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.**Planning & Organising**• 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.

**Finance/Resource Management**• Maintain financial, and/or stock records, and review data to contribute to resource planning.**Work with others**• 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.**People Management**• May guide and/or supervise junior staff in their duties to facilitate their development and ensure service quality standards are maintained.**Duties for all**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 tostudy 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 ratherthan professional expertise in the main disciplines, or have substantial experience of administrative procedures to enable them to guide and advise others. There will be minimalday-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 understandingof 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 tohandle 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 ofa broad comprehensive business admin services which may include coordinating activities, different customer and service users. |

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