Chief Education Officer (CEdO)

Organisation	Pinc Education Group
Reports to	Chief Executive Officer
Line management	Education Quality Team
Working pattern	52 weeks per year; Monday to Friday, 9:00 am–5:00 pm
Location	Across all organisations within Pinc Education Group
Contract	Full-time
Salary	Competitive

Pinc Education Group

Pinc Education Group delivers specialist, inclusive, creative education for young people with special educational needs and disabilities. Its colleges work in cultural and community settings, supporting individual aspirations, education, wellbeing and meaningful progression. The Group is committed to an ambitious, asset-based approach that recognises each learner's strengths and potential.

Role Purpose

The Chief Education Officer provides executive leadership and accountability for educational excellence, quality, curriculum and student outcomes across all organisations within Pinc Education Group. The postholder ensures consistent delivery of the Group's culture, vision, mission and educational methodology, within each organisation's constitutional, regulatory and funding obligations. The CEdO line manages the Education Quality Team and works collaboratively with leaders across all Group organisations, sets clear expectations and drives sustained improvement, ensuring readiness for external scrutiny and positive outcomes from Ofsted, awarding bodies and other monitoring organisations.

Executive Leadership, Culture and Accountability

- Lead implementation of the Group's educational vision, values, culture and methodology across all colleges.

- Work collaboratively with organisational leaders across Pinc Education Group to agree educational priorities, review performance and drive improvements in quality and student experience.
- Provide inspirational leadership that combines high expectations with respect for individuality, inclusion and creative ambition.
- Ensure staff conduct and educational practice reflect Group values, policies and professional standards.
- Advise the CEO and Executive Team on educational strategy, performance, risks and priorities.

Quality Assurance, Inspection and External Monitoring

- Hold executive accountability for securing and maintaining positive outcomes from Ofsted inspections, awarding body reviews, external quality assurance and other educational monitoring or audits.
- Ensure colleges secure and sustain strong Ofsted outcomes where applicable, with an ambition to achieve Exceptional standards of provision.
- Line manage the Education Quality Team and ensure robust, consistent quality assurance systems, improvement plans and evidence of impact.
- Oversee EQA processes, awarding organisation requirements, teaching and learning evaluation, assessment standards and inspection readiness.
- Ensure findings from internal reviews and external scrutiny lead to timely, evidenced and sustained improvement.
- Monitor compliance with relevant education, safeguarding, SEND, awarding body and funding requirements, working with designated operational and safeguarding leads.

Curriculum, Teaching and Student Experience

- Set the strategic direction for a dynamic, inclusive and ambitious curriculum appropriate to each organisation across the Group, including creative and specialist provision.
- Ensure teaching, learning and assessment are consistently effective and tailored to learners' individual needs and aspirations.
- Promote high expectations for each learner's progress, personal development, wellbeing, and desired EHCP outcomes.
- Oversee strategies to improve educational achievement and support progression to supported internships, further or higher education, apprenticeships and employment.
- Ensure student voice, family feedback and the lived experience of learners inform continuous improvement.

Educational Workforce Development

- Lead the Group-wide strategy for continuous professional development in teaching, learning, assessment and inclusive creative education.
- Direct the Education Quality Team to identify development priorities through quality reviews, performance evidence and feedback from learners and staff.
- Establish effective coaching, professional learning and sharing of best practice across organisations, working collaboratively with their leaders.
- Ensure staff are supported to apply Pinc's educational methodology, neuro-affirming, trauma-informed and asset-based approaches consistently.
- Evaluate the impact of educational professional development on teaching quality, student experience and outcomes.

Performance Data, Whole-Student Progress and Impact

- Own the Group-wide framework for measuring educational quality, whole-student progress and impact, including Pinc-specific and externally required indicators.
- Work across all organisations within Pinc Education Group to ensure accurate data systems, regular review cycles and effective use of evidence to drive improvement.
- Oversee reporting on attendance, engagement, achievement, EHCP progress, wellbeing, destinations and other agreed outcomes.
- Provide clear, credible impact reporting to the CEO, Executive Team and governance bodies, demonstrating what is working, where improvement is required and how this is known.

Capacity, Pathways and Educational Development

- Work with organisational leaders to strengthen appropriate enrolment pipelines and maximise campus capacity without compromising learner suitability or educational quality.
- Oversee development and quality of supported internships, progression pathways and educational outreach across the Group.
- Identify opportunities to strengthen the educational offer, support organisational growth and ensure no suitable young person is unnecessarily left behind.

Governance, Partnerships and Sector Leadership

- Guide and support effective educational governance arrangements, ensuring appropriate scrutiny, accurate reporting and clear accountability.
- Build strong relationships with awarding bodies, regulators, local authorities, cultural partners and other educational stakeholders.
- Represent the Group in national forums and partnerships, contributing to debate and development in creative, cultural and SEND education.
- Promote educational achievements, awards, thought leadership and opportunities for colleagues to share effective practice.

Educational Research, Innovation and Safeguarding

- Lead the evaluation and continuous development of Pinc's distinctive educational methodologies across its organisations, using research, evidence and student experience to inform practice.
- Support educational research, innovation and opportunities to share effective practice nationally and internationally.
- Ensure safeguarding, learner welfare and safer educational practice are embedded in quality assurance and curriculum evaluation, working with designated safeguarding leads and accountable organisational leaders.
- Promote a culture in which safeguarding concerns are recognised, escalated and addressed in accordance with Group policies and statutory guidance.

Safeguarding and Safer Recruitment

- Demonstrate a commitment to safeguarding and promoting the welfare of children and young people, including those with SEND.
- Comply with all Group safeguarding policies, mandatory training and reporting procedures.
- Appointment is subject to appropriate safer recruitment checks, including references, right-to-work verification and an enhanced DBS check where required.

Person Specification

Essential Criteria	Application	Interview
Proven senior leadership of educational provision, with accountability for teaching, learning, curriculum and sustained improvement, including strong outcomes through quality improvement strategies.	*	*
Demonstrable experience leading organisations through Ofsted inspection, awarding body EQA and other external scrutiny, with strong outcomes.	*	*
Strong understanding of specialist post-16 education, SEND, EHCP outcomes and inclusive educational practice.	*	*
Ability to lead and line manage specialist education quality professionals, influence organisational leaders and drive improvement across multiple organisations.	*	*
Experience designing quality assurance, performance and impact frameworks and translating evidence into improvement.	*	*

Strategic understanding of inclusive specialist education, including creative and other appropriate curriculum pathways across the Group, and progression routes such as supported internships, further and higher education and employment.	*	*
Excellent judgement, communication, stakeholder engagement and governance reporting skills.		*
Experience developing staff through educational coaching, professional learning and evidence-informed improvement.	*	*
Ability to evaluate innovative and inclusive education models and demonstrate their impact on learner outcomes.		*
Commitment to Pinc's values, professional conduct, equity and ambitious outcomes for every learner.		*

Flexibility and Additional Duties

The postholder will undertake other reasonable duties consistent with the seniority and purpose of the role and work flexibly across Group locations as required. Responsibilities will be exercised in accordance with Pinc Education Group policies, values and applicable legal and regulatory requirements.