**Head of profession**

Grade: G6

**Vision and strategic leadership**

* Setting the vision and strategy for the profession across the department
* Collaborate with the wider department to ensure that the vision for the profession aligns to the wider needs of the department
* Creating a plan and roadmap to build and strengthen the professional capability and excellence
* Working across government and the sector to ensure a cohesive approach for the profession, creating opportunities for collaboration through existing networks or setting up new networks where they don’t exist
* Hold authority to ensure that specialists are able to contribute towards building the profession and participate in communities, backed by DDT Committee
* Raising the profile of the profession across the department
* Develop an attraction and retention strategy, to grow professional capability in the department

**Expert practitioner**

* Is the expert practitioner in their field, with a high level of knowledge and experience of current and new methodologies/strategies/technologies/techniques and a track record of delivery
* Retains an element of practice of their profession to keep their skills sharp and to work towards strategic departmental objectives
* For example, unblocking delivery, product strategies, content strategies, architectural designs and patterns, etc.

**Community**

* Developing professional communities to support our people to grow, establish professional standards and consistency, support rapid delivery through sharing and learning from one another
* Working cross-government and externally to build connections into professional communities
* Working with other Heads of Profession on cross-cutting objectives, and in related professions within their job family

**Quality and standards**

* Creating accessible knowledge, standards and practice, to set good conditions for people in their professions to work effectively, and ensuring they are well enforced through service assessments
* Being the guardian of quality and standards of the practitioners within the profession, owning and setting the principles and policies of the profession
* Lead by example in the application of standards
* Grow the assessor pool in the profession, to assure service delivery and build profession sustainability

**People**

* Building and growing a forward-thinking and diverse team within the profession
* Building the professional capability across the department
* Define the competency, professional practice, skills profile and expertise expectations at different grades across the profession
* Setting the approach for recruitment, onboarding, retention, graduate pipelines, diversification
* Developing the capability framework for professional development of people in their specialism, and tracking capability

**Organisational delivery**

* Establishing close relationships with all delivery teams to understand their needs and challenges, and to be able to identify areas of profession-related join-up\*
* Advising and consulting for the senior leadership team on questions relating to the profession
* Providing consulting support for programmes with performance issues or where a particular specialism is lacking or causing delivery issues
* Feed up-to-date capability information into the workforce plan
* Making evidenced based decisions on the tools, platforms, services and content that best supports professions across the department

\* Responsibility for delivery or a role in making business decisions is not explicitly included. This may differ by profession.