**WYTHENSHAWE CATHOLIC ACADEMY TRUST**

**Person Specification**

**Job Role: Chief Executive Officer**

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| **Key Criteria** | **Essential** | **Desirable** |
| Professional Qualifications | Degree and recognised professional qualification relevant to the role  A record of recent and relevant continuing professional development | Post-graduate educational/leadership or management qualification |
| A distinctive personal vision for a Catholic school | A practising Catholic with a clear vision for an effective Catholic school.  The central place of religious Education as a core subject in the schools’ curriculum  The implications for a Catholic school in a diverse community  Current educational issues, including national policies, priorities and legislation and any implications of theses for Catholic schools | The role of the Catholic school leader in leading the spiritual development of pupils and staff. |
| Skills, Abilities and Competencies | Experience of successful Headship of a school or a proven track record as a senior leader within education  Comprehensive and up to date knowledge of the schools’ Ofsted inspection criteria and processes  Ability to communicate a Catholic vision of outstanding teaching and learning through inspiration and empowerment  Understanding of the statutory educational framework, current educational issues relating to academies, Company and Charity Law and knowledge of relevant policies, legislation and codes of practice across education  Experience of working with school governance  Strategic planning and review of progress against plans in terms of standards, performance and finances, taking decisive action where necessary  Finance – project costing and budgetary management  Resource management – estimating, securing and monitoring resources  Ability to advise on funding and grant opportunities for the Academy Trust  Ability to plan strategically based on use of data, targets and benchmarking  Proven track record of developing business planning and managing the introduction of new initiatives – and in particular large scale asset development / school buildings projects  A successful track record of human and financial resources management  Ability and commitment to work flexibly and collaboratively as part of a team whilst taking a leading role when required | Experience of a successful CEO or Board role in a Trust environment or an educational setting  Experience of developing PR and marketing strategies  Experience of managing significant growth in student numbers within a short timescale |
| **Behavioural Competencies** | Pragmatic and ability to empower  A team player with strong empowerment skills  Strong leadership skills  Adaptable and flexible  Action orientated – outcomes focused  Excellent and adaptable communication skills |  |
| **Personal Qualities** | Excellent relationship management, experience of successfully working with Governing Bodies and building effective working relationships at all levels, and reinforcing partnerships  Ability to articulate vision to a variety of audiences  Advocacy, facilitation and negotiation skills  Intellectually versatile and innovative,  Emotionally intelligent and perceptive  Reliable and trustworthy  Demonstrates energy, dynamism and resilience  Proactive and positive approach to problem solving    Ability to develop a high profile and be strong visible presence for the Trust  Calm under pressure and self-motivated  Ability to influence and pursue challenging and rigorous questions    Excellent interpersonal, skills with the sensitivity to work well in a range of situations |  |