**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’ curriculumThe implications for a Catholic school in a diverse communityCurrent 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 educationComprehensive 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 managementResource management – estimating, securing and monitoring resourcesAbility 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 perceptiveReliable 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 |  |