



## **Lead Practitioner System Leader**

### **Job Description**

This post is performance managed by the Regional Education Director.

The post holder can be deployed at any E-ACT Academy in the region for specified periods of time.

The key responsibilities are:

- To establish E-ACT strategies in existing academies and others joining the MAT.
- Improve the teaching profile at academies.
- Lead academy wide CPD.
- Lead MAT wide CPD as directed.
- Strengthen leadership capacity at the academy where deployed.
- Support new staff at established E-ACT academies.
- Develop leadership capacity at academies new to the MAT.
- Develop teaching staff through modelling lessons, joint planning and assessment.
- Support the implementation of E-ACT policies and practice.
- Contribute to the development of E-ACT wide strategies.
- Play a full part in the Senior Leadership Team at the academy where deployed.
- To make quantifiable contributions to the outcomes for pupils across the MAT but with particular reference to the academy where deployed.
- On occasions, to support development at E-ACT academies beyond the region.



<b>Person Specification - Lead Practitioner System Leader</b>		
	<b>Essential</b>	<b>Desirable</b>
Experience of working in more than 1 school	<b>X</b>	
A minimum of 3 years' experience	<b>X</b>	
Experience across more than 1 key stage		<b>X</b>
Experience of working in good and / or outstanding schools	<b>X</b>	
Able to demonstrate direct impact on improving the quality of teaching of a colleague	<b>X</b>	
Experience of managing a colleague requiring support		<b>X</b>
Able to work in a school that has been judged inadequate and the challenges that brings		<b>X</b>
Strong subject specialism, particularly in reading, writing and mathematics	<b>X</b>	
An outstanding classroom practitioner	<b>X</b>	
Experience of analysing performance and developing a plan for improvement		<b>X</b>
Able to work under pressure	<b>X</b>	
Able to present the impact of their work to NSC Officers and executive Leaders from across the MAT		<b>X</b>

## PERSON SPECIFICATION

Whether you're a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to ***think big*** for yourselves and for the world around you;
- We want everyone to ***do the right thing*** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong ***team spirit***, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

**This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.**

## OUR VALUES

<b>Thinking Big</b>	<ul style="list-style-type: none"> <li>• Show energy, enthusiasm and passion for what you do</li> <li>• Demand the highest quality in all that you do, and in the work of your team</li> <li>• Willing to champion new ideas and think beyond the status quo</li> <li>• Show an ability to think creatively and ‘outside of the box’ in your area of expertise, continually seeking improvements in what you do to make the organisation better</li> <li>• Be open to new ideas and change where it will have a positive impact on the organisation</li> <li>• Show a willingness to embrace different ideas and ways of thinking to improve E-ACT</li> <li>• Ability to ‘look outside’ – to continually learn about innovations in your field, new ways of doing things, and bring that learning into your work</li> <li>• Commitment to self-development, and developing your wider Team</li> <li>• Ability to self-reflect on yourself, your performance, and to think about how this could be improved further</li> <li>• Ability to encourage ideas from others in order to improve the organisation and build your team’s confidence</li> </ul>
<b>Doing the Right Thing</b>	<ul style="list-style-type: none"> <li>• Have integrity and honesty in all that you do</li> <li>• Make decisions that are based on doing the right thing, even when this means that they’re unpopular or will lead to more work</li> <li>• Take responsibility and ownership for your area of work</li> <li>• Have difficult conversations or deliver difficult messages if that’s what’s required to do the right thing by our pupils</li> <li>• Be transparent and open</li> <li>• Be resilient and trustworthy</li> <li>• Stand firm and stay true to our mission</li> </ul>
<b>Showing Team Spirit</b>	<ul style="list-style-type: none"> <li>• Understand how you can have a greater impact as a team than you can as an individual</li> <li>• Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission</li> <li>• Recognise that everyone is important within E-ACT, and show an ability to build strong working relationships at every level</li> <li>• Recognise and celebrate the success and achievements, no matter how small, of your colleagues</li> <li>• Be generous with sharing your knowledge to help to develop others</li> <li>• Understand and be willing to receive suggestions and input on your area of work from others</li> <li>• Support your colleagues, even when this means staying a little later, or re-prioritising some of your work</li> <li>• Be aware of other peoples’ needs and show an ability to offer genuine support</li> <li>• Show an awareness and respect for peoples’ differences, and recognise how different characteristics and personal strengths build dynamic and great teams</li> </ul>