



## **Senior Leader**

### **Person Specification**

Sandwell Academy offers a unique opportunity to develop your career in a flagship institution. All staff play an important role in establishing a positive and caring school ethos, where a culture of success and celebration is consistently promoted.

As a Deputy Head, you will be a member of the Academy's Senior Management Team currently comprised of seven Deputy Heads, two Senior Leaders, the IT Director, Headteacher and the Head's PA. The activity of this team is crucial to the ongoing success of the Academy and the successful candidate is expected to play a significant role in supporting public events and the wider activities of the Academy.

Successful candidates will enjoy a 50% teaching commitment and the benefits of working in state of the art facilities and an environment of developing education initiatives.

The ideal candidates will be able to demonstrate the following characteristics:

#### **Senior Management Qualities**

- A proven record of leading and delivering a successful curriculum in Key Stages 3,4 and 5.
- A commitment to the delivery of high quality, accelerated programmes for the more able.
- A secure understanding of leadership and the contribution it makes to school improvement.
- The ability to communicate vision and strategy effectively and persuasively in a variety of contexts.
- Successful experience in the leadership of teams
- The ability to evaluate colleagues' work and provide supportive feedback securing improvement.
- The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively.
- Budget management skills.
- A clear understanding of issues in secondary education.
- Within the Sandwell context, and working closely with the Head, a willingness to apply the Academy context through the core principles of the sponsors' educational approach. This includes a flat management structure, an on-line modular curriculum, longer taught sessions, a vertical tutor system and a range of extended curriculum opportunities through after school sessions.

#### **Teaching Qualities**

- Qualified Teacher Status (QTS) is essential.
- The ability to deliver an innovative curriculum in Key Stages 3, 4 and 5.
- Evidence of good quality teaching and subject knowledge.

- Evidence of achieving and securing high standards and outcomes.
- An understanding of how to use assessment to inform planning for excellent teaching and learning.
- The ability to differentiate materials to meet the needs of the learners
- Evidence of good classroom management skills.
- **Working with young people**
- Evidence of pastoral experience.
- The ability to work with the needs of the students and parents in our culturally diverse community.
- A positive approach to working with our students, appreciating the benefits of working with young adults.
- A willingness to contribute to enrichment activities and the wider life of the Academy.
- The desire to help and support children from all backgrounds.

### **Personal Qualities**

- Personal impact and presence
- Self-confidence and the ability appropriately to challenge the thinking of colleagues and others at all levels
- The ability to organise and prioritise your own workload whilst working alone and as part of a team.
- The ability to work flexibly.
- A confident and competent approach to the use of ICT to engage students in their learning.
- Highly developed organisational skills and an eye for detail.
- Excellent communication skills.
- Excellent health and attendance record.
- Resilient nature and positive approach to life.
- Openness, good humour, energy, enthusiasm and a sense of proportion
- A dynamic personality including a capacity, drive, passion and energy to succeed.

### **Salary & Benefits**

Salary is negotiable and is dependent upon experience. Salaries broadly reflect national pay scales and successful candidates are also eligible for performance related pay linked to Academy policy and other benefits in addition to their salary.

The post offers an exciting opportunity for ambitious and hardworking professionals to further develop their career in Senior Management.

*Sandwell Academy is fully committed to safeguarding and protecting the welfare of the children and all appointments are subject to an Enhanced DBS check.*