

Person Specification

Essential		
	Where assessed	
Education, Qualifications	Application	Interview
Honours Degree	✓	✓
Qualified teacher status	✓	✓
Evidence of recent CPD	✓	✓
Experience		
Successful secondary leadership experience gained through holding a senior position in a secondary school or multi-academy trust	✓	✓
Proven track record in leading and managing staff, including building a successful team and delegating effectively; this is likely to have been gained as a headteacher or deputy headteacher, or a post at a comparable level at a multi-academy trust	✓	✓
Record of successful change management with evidential impact	✓	✓
Experience of strategic planning and assessing financial priorities	✓	✓
Experience of building wider networks, in particular an outward facing collaborative approach with local schools and community	✓	✓
Successful teaching experience	✓	
Knowledge and Understanding		
Up to date training and knowledge of legislation for the protection of young people	✓	
Understanding of whole school budget allocation, budget management and financial systems control	✓	✓
Up to date and extensive knowledge of accountability systems (notably OFSTED) and how schools should respond	✓	✓
Interpretation of student performance data and how to use it to good effect to maximise academic progress and achievement across the age and ability range	✓	✓
Up to date and extensive knowledge of current and future curriculum developments	✓	✓
Understanding of the opportunities and risks of school to school collaboration, including MAT status		✓
Knowledge of efficient and effective use of school building stock		✓
Knowledge of research evidence and its application to policy and practice	✓	✓
Characteristics		
Cares deeply for the welfare and future of all students	✓	✓
Seeks to maintain high standards of academic progress throughout	✓	✓
Encourages and recognises the importance of the wider students' experience beyond the taught curriculum	✓	✓
Inspires others towards a vision for the school community and enables this to be understood, shared with and supported by staff and governors		✓
Ambitious for the school and recognises opportunities in the light of the changing local and national educational landscape		✓
Sets high expectations of students and staff		✓
Supportive of staff, recognises excellence and challenges poor performance	✓	✓
Develops an ethos of collective determination, focus and resilience		✓
Supports this ethos with systems well matched to the school's priorities		✓
Builds strong teams, engages others and delegates well		✓

Articulates and communicates with clarity through the spoken word and other media		✓
Able to share and explain complex information		✓
Listens well and values the contributions of others		✓
Visible with an authoritative presence		✓
Able to make difficult decisions when required		✓
Seeks and engages in own professional development		✓
Desirable		
Further accredited study beyond first degree level, possibly completion of or working towards Masters Degree	✓	✓