

Person Specification

Key Criteria	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • University graduate Degree; first or second class honours or other relevant degree level professional qualification. • Successful track record as a system leader in education with the demonstrable ability to improve and sustain standards in schools and academies. • Excellent understanding of the school sector and education more broadly, included OFSTED and SIAMS inspection frameworks and processes and educational legislation and policy in relation to academies. • Experience in organisational resources and financial management. • Experience of working with senior managers in schools, academies and other senior management teams and governing bodies. • Experience of supporting successful school improvement in your own institution and across the wider school system. • Experience of writing and presenting policy and strategy and recommending appropriate future action. • Experience of effective partnership working and of developing good working relationships with all stakeholders. • Experience in the analysis and evaluation of performance data. • Evidence of collaborative and inspirational leadership skills. 	<ul style="list-style-type: none"> • Experience of working in a leadership role in a business environment. • Experience of working at director level within an organisation. • Further qualification in leadership and management. • Experience of working with a diocese and the Church of England. • Understanding of the relevant education, charity and company law. • Experience of developing PR and marketing strategies.
Skills and abilities	<ul style="list-style-type: none"> • Proven ability to develop, communicate and successfully implement strategies. • Ability to challenge effectively. • Ability to quickly adapt to change. • Proven ability to generate and deliver collective vision and shared purpose. • Demonstrable commitment to ongoing development and the learning of new skills where required by the role. • Ability to build a positive organisation culture, encourage reflection, delegate responsibility, build teams and inspire staff to achieve goals. 	<ul style="list-style-type: none"> • An understanding of the business planning process.

	<ul style="list-style-type: none"> • Ability to manage conflict situations and achieve a positive outcome. • Ability to think creatively, to work strategically and to anticipate and solve problems. • Ability to collect evidence and make sound judgements against agreed criteria. • Effective personal organisation skills. • Well-developed interpersonal and communication skills. • Advocacy, facilitation and negotiation skills. • Able to lead and communicate the Christian ethos and identity of the Multi-Academy Trust. 	
Work related personal qualities	<ul style="list-style-type: none"> • Committed Christian who is a member of the Church of England or other mainstream Christian church (member of Churches Together in Britain and Northern Ireland). • The ability to provide spiritual leadership within the context of the Trust and church school leadership. • Demonstrable personal enthusiasm and commitment to making a positive difference to children and young people. • Commitment to raising standards and optimising the opportunities that academies can offer pupils and community. • Commitment to support the aims of the Multi-Academy Trust. • Commitment to church schools. • Personal credibility that allows challenge at a senior level. • The ability to inspire and translate vision into practice. • Resilience and persistence in the face of adversity. • Ability to travel around the Diocese in order to carry out duties. • Willingness to work outside normal hours when necessary. 	<ul style="list-style-type: none"> • An understanding of what it means to work in a diocesan context.