



Ralph Allen School

Headteacher

Person Specification

Evidence for whether candidates meet the criteria will be gathered from the application form, letter of application, selection process and references as appropriate.

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Honours degree QTS 	<ul style="list-style-type: none"> Further qualification in education and/or management NPQH
Experience	<ul style="list-style-type: none"> Senior management experience at headteacher/principal or deputy headteacher/vice principal level Successful leadership of whole school change Proven track record of raising educational standards Experience of financial management Experience of working collaboratively with other schools and organisations 	<ul style="list-style-type: none"> Curriculum and/or pastoral experience at senior leader level Experience in a multi-school group Experience of a leadership position in at least two educational establishments Experience of a co-educational school
Shaping the Future	<ul style="list-style-type: none"> Strong commitment to the core values of the school and the multi-academy trust Ability to think and act strategically and plan within a changing political environment Ability to work with all stakeholders to further develop and articulate the vision and future of the school Proven track record of leading and managing change Willingness to work within a MAT 	<ul style="list-style-type: none"> Some knowledge of working within a MAT Knowledge of and interest in new technologies as tools to aid teaching, learning and management
Leading Learning & Teaching	<ul style="list-style-type: none"> Commitment to placing learning at the centre of strategic planning and resource management Knowledge and understanding of excellent teaching Proven experience of leading teaching and learning Strong commitment to enabling all students to fulfil their true potential Experience of curriculum development 	<ul style="list-style-type: none"> Research undertaken into an aspect of learning
Developing Self and	<ul style="list-style-type: none"> Ability to set appropriate and challenging targets Ability to make and take decisions 	<ul style="list-style-type: none"> Having completed a leadership



Working with Others	<ul style="list-style-type: none"> • Understanding when to consult or seek advice • Willingness to work constructively with governors 	development programme
Managing the Organisation	<ul style="list-style-type: none"> • Commitment to and experience of building, managing and developing high performing and successful teams • Leadership presence and the ability to inspire and lead others to do their best • Ability to sustain a high profile in school • Experience of leading and managing staff in a period of change • Skills in coaching and improving performance of others • Commitment to partnership between governors, staff, parents and students • Clear knowledge and understanding of the implications of current educational developments 	
Understanding Accountability	<ul style="list-style-type: none"> • Understanding of and commitment to the high level of accountability of the role • Commitment to the principles and practice of school self-evaluation 	
Strengthening Community	<ul style="list-style-type: none"> • Responsive to the nature of the school's communities, partners and stakeholders • Committed to effective work with other agencies for the well-being of students and their families 	
Personal Qualities & Attributes	<ul style="list-style-type: none"> • Effective communicator in all media • High professional standards • Ability to inspire and motivate others • Dynamic, positive and constructive • Resilient • Energetic • Creative and innovative • Embraces opportunities • Interpersonal awareness • Sense of proportion • Ability to handle resistance successfully • Good sense of humour 	