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| **PERSON SPECIFICATION** | | |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Degree in relevant subject * Qualified Teacher status * Evidence of relevant CPD | * A further degree in relevant subject or evidence of further education/ study. * NPQH/NPQSL |
| **Experience** | **Essential** | **Desirable** |
| Experience of leading an aspect of school improvement in order to ‘shape the future’ | * A person who can lead on significant change within a school * A track record of successful impact in raising outcomes either as a subject/ department leader or in giving support and challenge to a department/ school. Outreach work/ supporting other departments/ schools * Experience of coaching to improve practice | * Evidence of involvement in transformational change within a school |
| **Knowledge** | **Essential** | **Desirable** |
| Excellent understanding of what makes a school outstanding. | * Knowledge of current issues and challenges relating to school leadership * Evidence of leading subject/school-based CPD * Knowledge of the OFSTED inspection framework * Up to date knowledge of the curriculum at key stages 3, 4 and 5 * Good knowledge and understanding of current and new examination and testing arrangements/ developments * Knowledge of strategies to ensure effective self-evaluation to measure and grow * Evidence of implementing effective practice informed by research * Knowledge and experience of effective intervention strategies that bring about rapid improvement | * Evidence or providing CPD beyond the school * Experience and knowledge of both primary and secondary phases * Experience of examination board marking * Understanding of transformational change strategies |
| **Skills and Abilities** | **Essential** | **Desirable** |
| Excellent role model for the school and the Trust  Excellent leadership skills and qualities | * Understanding of and commitment to the school and Trust’s vision * Highly resilient and visible leader * Able to use data to critically analyse and evaluate school/ subject performance * Able to provide clear evaluation and strategies for improvement to different stakeholders * Able to support others to accurately assess student work and to provide high quality feedback that lead to improvement. * Able to lead and line manager others effectively to elicit strong performance including other senior leaders * Able to provide honest, effective feedback * Evidence of improved practice after feedback. * Evidence of building a highly functioning team * Willing to teach and demonstrate teaching/ leadership skills across Trust schools * Able to deliver bespoke CPD to colleagues and trainees | * Evidence of innovative teaching based on current best practice |
| **Personal Qualities** | **Essential** | **Desirable** |
|  | * Commitment to the safeguarding and welfare of students * A belief in 100% achievement and the potential for every student * Able to work with commitment, enthusiasm and flexibility under pressure * Punctual and well-organised * Reflective, resilient and resourceful * A commitment to own professional development * Excellent communication skills, orally and in writing. |  |