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| **Essential Attributes** | **Identified** | **Desirable Attributes** | **Identified** |
| **Qualifications** | | | |
| Degree  Qualified teacher status | A  A | Good honours degree  Higher degree | A  A |
| **Professional Development** | | | |
| Training for Headship eg NPQH | A/R | Catholic Certificate in Religious Studies CCRS | A |
| Personal and Professional Qualities and Values | | | |
| Practising Catholic | A/R/I | Participation in parish community | R/I |
| Commitment to Catholic Education | A/R/I |  |  |
| Appreciation of creating a positive ethos | R/I |  |  |
| Passion for teaching and learning | A/R/I |  |  |
| Excellent presentation and communication skills | A/R/I | Ability to model outstanding teaching | A/R |
| Ability to articulate vision and share it | A/R/I |  |  |
| High expectations of pupils, staff and self | R/I |  |  |
| Ability to utilise data for increasing progress | A/R/I | Enabling others to use data effectively | A/R/I |
| Empathy and ability to listen to others | R/I |  |  |
| Strength to hold others to account | R/I | Enabling other to manage underperformance | A/R/I |
| Ability to address an audience and make a compelling argument | R/I |  |  |
| Resilience and the energy and ability to manage demanding workload | R/I | Effective powers of delegation | A/R/I |

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| **School Leadership and Management Experience** | | | |
| Recent leadership experience in Catholic School | A/R/I |  |  |
| Use of data to effect improvement in pupil progress | A/R/I |  |  |
| Enhancing the practice of others | A/R/I | Managing capability | A/I |
| Curriculum driven budgeting | A/I | Curriculum design and timetabling | A/I |
| Implementation of school self evaluation | A/I | System leadership by peer to peer support | A/I |
| Knowledge and understanding of safeguarding | A/I |  |  |
| Experience of budget planning and school finances | A/I | Experience of analysing an academy budget | A/I |
| Experience of working with Governors, parents and/or staff from other schools | A/R/I |  |  |
| **Professional Knowledge and Skills** | | | |
| Knowledge of elements of outstanding teaching | A/I | Implementation of framework for enhancing pedagogy | I |
| How to effect good behaviour management | I |  |  |
| Strategic approach to building resilience | I |  |  |
| How to produce school policies and procedures | I |  |  |
| Formulating a curriculum, assessment and monitoring staff and pupil performance | I | Undertaken curriculum review | I |
| Systematic approach to school improvement | I | Design of whole school self improvement | I |