We recognise that this person specification represents an exceptionally gifted person. We welcome applications from people who fulfil most or all of these requirements.

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|  | **Essential** | **Desirable** |
| **Qualifications** | Relevant DegreeQualified Teacher Status | Further study in education or management |
| **Knowledge and Experience** | Successful teaching experience in a comprehensive schoolSuccessful experience leading a large group of teachers such as a year, house or department teamExperience of leadership and management of a whole school initiative with demonstrable, positive impactKnows and understands the qualities of effective learnersExperience of leading worshipExperienced in helping colleagues develop their professional abilitiesExperience of communicating effectively with parents/carers | Is aware of current educational research where it is relevant to practiceIs aware of relevant current and proposed national documentation and its significance for the schoolExperience of working within a Christian communityExperience and understanding of Anglican liturgyExperience of leading aspects of spiritual, moral, social and cultural work in a school. |
| **Abilities and aptitudes** | Able to exercise leadership abilities in a range of contextsStrong management and administrative skills, including time and self-managementAble to plan liturgy in a creative and inspiring mannerAbility to organise large events with meticulous attention to detailAble to plan ahead to ensure effective arrangementsAble to analyse student and staff data and ‘soft’ information to solve potential problems proactively before they fully materialiseAble to ensure a collaborative adherence to shared staff goalsAble to communicate effectively orally and on paper with students, staff, external stakeholders, parents/carers, governors, individually, in small groups, and in large meetingsAble to lead staff, student and parental prayers in a calm and confident mannerAble to devise, deliver and monitor worship based on the Alive set of values, qualities and skillsAbility to spot the details that make a difference in the context of the bigger pictureAble to work as part of a team | Able to coach othersStrong ICT skills |
| **Educational Vision and Values** | Can articulate how the school’s strategic direction can be shaped by the Christian ethos of the schoolCan articulate how his/her work in school is inspired by or reflects the principles of the Christian faithHas an integrated approach to achievement and personal development, valuing both equallyUnderstands the centrality of teacher professional learning to the school as a learning communityAble to articulate how a school can help students reflect on their own spiritual journey | Understands the links between learning, values and faith development |
| **Personal Qualities** | Enthusiasm to inspire students and their parents/carersCommitted to her/his own professional learningShows resilience and follow-through in leadershipLeads by example and modellingAble to establish positive interpersonal relationships with a diverse range of people and to value all human beings equallySelf-reflective in relation to her/his own style of educational leadershipEmotionally intelligentCan embrace a diverse range of faith perspectivesMeet the Fitness to Teach standard | Evidence of outside interests |

St Mary Redcliffe and Temple School is a Christian school committed to its policy of Equal Opportunities for all its employees