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 Degree  Qualified Teacher Status | Further study in education or management |
| **Knowledge and Experience** | Successful teaching experience in a comprehensive school  Successful experience leading a large group of teachers such as a year, house or department team  Experience of leadership and management of a whole school initiative with demonstrable, positive impact  Knows and understands the qualities of effective learners  Experience of leading worship  Experienced in helping colleagues develop their professional abilities  Experience of communicating effectively with parents/carers | Is aware of current educational research where it is relevant to practice  Is aware of relevant current and proposed national documentation and its significance for the school  Experience of working within a Christian community  Experience and understanding of Anglican liturgy  Experience 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 contexts  Strong management and administrative skills, including time and self-management  Able to plan liturgy in a creative and inspiring manner  Ability to organise large events with meticulous attention to detail  Able to plan ahead to ensure effective arrangements  Able to analyse student and staff data and ‘soft’ information to solve potential problems proactively before they fully materialise  Able to ensure a collaborative adherence to shared staff goals  Able to communicate effectively orally and on paper with students, staff, external stakeholders, parents/carers, governors, individually, in small groups, and in large meetings  Able to lead staff, student and parental prayers in a calm and confident manner  Able to devise, deliver and monitor worship based on the Alive set of values, qualities and skills  Ability to spot the details that make a difference in the context of the bigger picture  Able to work as part of a team | Able to coach others  Strong ICT skills |
| **Educational Vision and Values** | Can articulate how the school’s strategic direction can be shaped by the Christian ethos of the school  Can articulate how his/her work in school is inspired by or reflects the principles of the Christian faith  Has an integrated approach to achievement and personal development, valuing both equally  Understands the centrality of teacher professional learning to the school as a learning community  Able 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/carers  Committed to her/his own professional learning  Shows resilience and follow-through in leadership  Leads by example and modelling  Able to establish positive interpersonal relationships with a diverse range of people and to value all human beings equally  Self-reflective in relation to her/his own style of educational leadership  Emotionally intelligent  Can embrace a diverse range of faith perspectives  Meet 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