Head of Academy

## Person Specification

### Shaping the Future

* Able to build a coherent vision of excellence for the Academy and has the ability to work rapidly towards this goal.
* An inspirational leader, able to motivate and empower staff and pupils.
* Able to make difficult decisions and follow them through.
* A determination to raise standards across the Academy and ability to do so effectively.
* Excellent oral and written communication skills and excellent listening skills.
* Experience of strategy formation and implementation at leadership level in an appropriate setting.

### Leading, Teaching and Learning

* Experience of establishing and developing a range of successful strategic partnerships.
* Substantial recent senior leadership experience in an appropriate Academy/School or similar setting.
* An understanding of current and future curriculum developments across all key stages.
* Experience of monitoring and evaluation, target setting, Academy/School improvement planning and curriculum leadership.
* Able to make decisions based upon analysis, interpretation and understanding of relevant data and information from both within and outside the Academy.
* Understands Academy/School self-evaluation and its link with Academy/School improvement and Ofsted inspection processes.
* Able to lead, manage and develop a culture of high expectations and appropriate challenge led by personal example.
* Able to deliver a broad and balanced curriculum, which includes innovative approaches to enrich the cultural experiences of all pupils.
* Is committed to personalised learning approaches, in order to ensure success for every child, including all vulnerable groups.
* Experience of monitoring practice to ensure that devolved responsibilities are being carried out in order to improve the quality of teaching and learning across the Academy.

### Developing Self and Working with Others

* Is a qualified teacher.
* Is able to demonstrate evidence of own continuing professional development, including leadership development and is committed to learning, listening and reflecting.
* Treats people fairly, equitably and with dignity to create and maintain a positive Academy ethos.
* Able to promote team and individual working to motivate staff to achieve excellent outcomes for pupils, as appropriate to fulfil Academy objectives.
* Able to establish trust and excellent working relationships with others, can deal sensitively with people and resolve conflicts and can demonstrate balanced and fair judgement.
* Experience of developing individuals and teams in order to achieve personal and shared goals in the drive for Academy improvement.
* Able to balance work and personal life and is considerate of the well-being of others.

### Managing and Leading the Organisation

* Able to plan strategically and operationally, allocate resources effectively and evaluate impact.
* Experience of working on and reviewing the performance of staff through rigorous appraisal and performance management systems.
* Manage financial and human resources effectively and efficiently in line with Trust policies and expectations.
* Able to create and promote a positive and inclusive Academy ethos.
* Able to identify successes and failures and positively embrace change to secure continuous Academy improvement.
* Prepared to provide challenge to established ways of working in order to move the Academy forward.
* Able to demonstrate commercial acumen and understand the principles of best value.

### Securing Accountability

* Ability to undertake robust Academy self-evaluation and use the outcomes to improve children’s achievements.
* Experience of presenting a clear account of the Academy’s performance to all members of the Academy community e.g. Governors, parents, staff and others to enable them to fulfil their responsibilities.
* Use of a range of evidence including performance data and external evaluations to improve aspects of Academy life including challenging poor performance.
* Understands the need to maintain a safe and healthy environment for all users of the Academy.
* Understands the Head of Academy’s responsibilities for safeguarding and equalities.

### Strengthening Community through Collaboration

* Experience of networking and working collaboratively with other Academies/Schools and education providers, agencies, the wider community, multi-faith communities and businesses and involving them in enriching the learning experience of pupils.
* Ability to engage in a partnership with parents and carers, to enhance children’ enjoyment, well-being, achievement and personal development.
* Experience of developing the Academies reputation within the community to make the Academy Parents 1st choice.