Person Specification (A Application, R References, I Interview)

Qualification Criteria

- **Essential**: Qualified to Bachelor degree level in relevant subject or allied subject (A)
- **Essential**: QTS qualified (A)
- **Essential**: Right to work in the UK. (A)

Leadership

- **Essential**: Genuine passion for lifelong learning (R/I)
- **Essential**: A belief in the unique potential of every student. (R/I)
- **Essential**: Able to self-start, work independently and collaboratively as part of a team- whether led or leading. (R/I)
- **Desirable**: Effective and compelling management style that secures the buy-in of stakeholders and encourages confidence and creativity alongside high levels of personal and team organisation. (R/I)
- **Essential**: Shows initiative and takes personal responsibility for their own actions with the motivation to work very hard, embrace any activity that is in the interests of protecting and education children and to continually raise standards. Can initiate, complete and finish; be effectively strategic and where appropriate, innovative. (R)
- **Essential**: Commitment to the safeguarding and welfare of all students. (R/I)

Skills, Vision and strategy

- **Essential**: Vision aligned with the Avanti Schools Trust's emphasis on educational excellence coupled with *embedded* character development and spiritual insight; having high aspirations and high expectations of self and for others. Able to work within the framework of the Trust's Ethos Handbook. (I)
- **Essential**: Clear vision and understanding of how to implement and sustain a high quality teaching and learning. (A/R/I)
- **Desirable**: Up to date on national changes to the educational landscape (statutory and guidance) (I)
- **Essential**: Excellent organisational skills and ability to delegate. (R/I)
- **Desirable**: Excellent skills in the use and application of technology (R/I)
- **Essential**: Able to use of data to inform and diagnose weaknesses that need addressing. (R/I)

Selection Process

Avanti House School is committed to safeguarding and promoting the welfare of children and young people and requires all staff, governors and volunteers to share this commitment. All successful candidates are required to have a DBS check.

References will be taken up for all short-listed candidates prior to interview.

We welcome applications from all ages, gender, background and from candidates with disabilities. This position is not suitable for a job share.

The closing date for receipt of applications is: **Midday 26th March 2018**

Applications can be downloaded at http://avanti.org.uk/careers/

Completed applications should be emailed before the closing date to careers@avanti.org.uk

Any appointment subsequently made will be subject to the receipt of satisfactory references and other pre-employment checks.