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| **PERSON SPECIFICATION** |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Degree in relevant subject
* Qualified Teacher status
* Evidence of relevant CPD
 | * A further degree in relevant subject or evidence of further education/ study.
* NPQH/NPQSL
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| **Experience** | **Essential** | **Desirable** |
| Experience of leading an aspect of school improvement in order to ‘shape the future’ | * A person who can lead on significant change within a school
* A track record of successful impact in raising outcomes either as a subject/ department leader or in giving support and challenge to a department/ school. Outreach work/ supporting other departments/ schools
* Experience of coaching to improve practice
 | * Evidence of involvement in transformational change within a school
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| **Knowledge** | **Essential** | **Desirable** |
| Excellent understanding of what makes a school outstanding. | * Knowledge of current issues and challenges relating to school leadership
* Evidence of leading subject/school-based CPD
* Knowledge of the OFSTED inspection framework
* Up to date knowledge of the curriculum at key stages 3, 4 and 5
* Good knowledge and understanding of current and new examination and testing arrangements/ developments
* Knowledge of strategies to ensure effective self-evaluation to measure and grow
* Evidence of implementing effective practice informed by research
* Knowledge and experience of effective intervention strategies that bring about rapid improvement
 | * Evidence or providing CPD beyond the school
* Experience and knowledge of both primary and secondary phases
* Experience of examination board marking
* Understanding of transformational change strategies
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| **Skills and Abilities** | **Essential** | **Desirable** |
| Excellent role model for the school and the TrustExcellent leadership skills and qualities | * Understanding of and commitment to the school and Trust’s vision
* Highly resilient and visible leader
* Able to use data to critically analyse and evaluate school/ subject performance
* Able to provide clear evaluation and strategies for improvement to different stakeholders
* Able to support others to accurately assess student work and to provide high quality feedback that lead to improvement.
* Able to lead and line manager others effectively to elicit strong performance including other senior leaders
* Able to provide honest, effective feedback
* Evidence of improved practice after feedback.
* Evidence of building a highly functioning team
* Willing to teach and demonstrate teaching/ leadership skills across Trust schools
* Able to deliver bespoke CPD to colleagues and trainees
 | * Evidence of innovative teaching based on current best practice
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| **Personal Qualities** | **Essential** | **Desirable** |
|  | * Commitment to the safeguarding and welfare of students
* A belief in 100% achievement and the potential for every student
* Able to work with commitment, enthusiasm and flexibility under pressure
* Punctual and well-organised
* Reflective, resilient and resourceful
* A commitment to own professional development
* Excellent communication skills, orally and in writing.
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