
	HEADTEACHER PERSON SPECIFICATION	
Date: October 2019		

Qualifications:

- Educated to degree level, with evidence of continuing professional development.
- Hold the NPQH or acquire NPQH within one year of appointment
- Be a qualified teacher

Experience and Knowledge:

- Successful experience and a proven track record as a senior leader in education, with experience of working in comprehensive schools
- Successful experience and a proven track record of working in a school in a challenging context.
- An excellent understanding of the schools sector and education more broadly, with a strong grasp of contemporary educational issues, including the inspection agenda.
- Knowledge of the strategies for raising students' achievement and advancing effective teaching and learning set within diverse communities, including those with higher-than average levels of deprivation.
- Understanding of strategic financial management, including budget formulation, medium and long-term financial planning, monitoring and control.
- Sound track record of performance managing professional staff, driving morale, raising standards and promoting a team ethos.
- Proven success in building effective partnerships and links with parents and external agencies.
- Experience of working effectively with a Board/Governing Body.
- Successful experience of promoting equality and diversity in relation to employment and service delivery.

Key Expectations/Outcomes:

- Translate the vision for the Trust's priorities into a plan of action with agreed milestones and targets. Create a clear narrative and strategy for what Lea Valley Academy is trying to achieve.
- Exercise good judgement; encouraging new ideas and approaches as Lea Valley Academy develops, and being able to assess and mitigate risks from new ventures.
- An unremitting focus on improving results and outcomes.

- Committed to delivering increased value and to understanding the different options for resource deployment.
- Demonstrate a belief in staff, fostering a sense of teamwork and adopting practices to enable working through others.
- Develop a strong, open culture of accountability between leaders within Lea Valley Academy and the Trustees, staff, students and parents.
- Motivate staff by creating and sustaining commitment across the School aligning people to work towards a common goal.
- Strong influencer at an individual and Board level
- A promoter of Lea Valley Academy vision, values and managing reputation.
- Demonstrate personal resilience and tenacity by seeing objectives through and by working through challenges.

Skills and Abilities:

- A strategic thinker who can work with the Chief Executive and Board of Trustees, and the academy staff to develop a compelling vision for the organisation, underpinned by a strong moral purpose.
- Committed to the highest standards in all areas of school life, including academic, behaviour and enrichment.
- Well-developed presentation skills and comfortable with public speaking; the analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for Lea Valley Academy.
- An effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential.
- Committed to both primary, secondary and sixth form education and to the raising of academic standards among students.
- A leader who can analyse and process complex information and data quickly and rigorously in order to make the best of opportunities.

Beliefs, Attitudes and Personal Attributes:

- Relentless focus on high quality.
- Resilient and persistent in goals, but adaptable to context and people.
- Willing to develop a deep understanding of people and context.
- Willing to take risks and challenge accepted beliefs and behaviours.
- Self-aware and able to learn.
- Optimistic and enthusiastic.
- Values diversity and equality.