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|  | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | The successful applicant must have: A good honours degree  Qualified Teacher Status  NPQH or equivalent qualification  Direct experience of successful headship in the special education sector  Further academic or professional qualifications relevant to the role | It is desirable that the successful applicant has evidence of:  Post-graduate study | * Application form/CV * Letter of application |
| **Experience** | The successful applicant must have: Evidence of successful leadership as a Headteacher of a special school  Proven and demonstrable excellence as a teacher  Ability to secure excellent personal, social, health and wellbeing for pupils with special educational needs  Ability to secure high standards of behaviour and attendance  Experience of liaison with external agencies  Developed and maintained high professional standards through Performance Management systems Up to date knowledge of essential aspects of headship including curriculum, financial management, funding for special schools, health & safety, employment legislation, data analysis, etc.  Thorough understanding of Ofsted inspection framework  Knowledge of and commitment to Safeguarding and Child Protection procedures | It is desirable that the successful applicant has experience of:  Experience of leading more than one school/setting  Leading schools across more than one phase/age range  Experience of managing new developments such as bids, specialist status applications etc | * Application form/CV * Letter of application * References * Selection processes |
| **Leadership & management skills & abilities (the ability to lead and manage people to work towards common goals)** | The successful applicant must be able to use appropriate leadership styles in different situations in order to:  Create and secure commitment to a clear vision for the trust;  Motivate, inspire and promote effective working partnerships with all stakeholders;  Successfully initiate and manage change and improvement;  Raise standards and provide a role model for pupils and staff;  Devolve responsibilities, delegate tasks and monitor and evaluate practices to see that they are being carried out and are effective;  Experience of observing lessons/learning and of giving feedback  Deal sensitively with people and resolve conflicts. | It is desirable that the successful applicant has:  Had the opportunity to build, support and work with high performing teams | * Application form/CV * Letter of application * References * Selection processes |
| **Decision-making skills & abilities** | The successful applicant must be able to:  Make decisions based upon analysis, interpretation and understanding of relevant data and information;  Think creatively and imaginatively to anticipate and solve problems and identify opportunities;  Be able to gather and use ideas from elsewhere, challenge orthodoxies and be creative, move in new directions;  Demonstrate good judgement |  | * References * Selection processes |
| **Communication skills & abilities** | The successful applicant must be able to:  Communicate effectively in all forms to a range of audiences;  Negotiate and consult effectively; Develop, maintain and use an effective network of contacts. |  | * References * Selection processes |
| **Self-management skills & abilities** | The successful applicant must be able to:  Prioritise and manage his/her own time effectively;  Work under pressure and to achieve deadlines;  Achieve challenging professional goals;  Take responsibility for own professional development. |  | * References * Selection processes |
| **Attributes** | The successful applicant must display:  a commitment to achieving the very best education for pupils with special educational needs;  a passion for education and children’s learning;  a commitment to supporting the values and ethos of our schools;  integrity;  self-confidence, personal impact, resilience and intellectual ability;  an ability to foster a culture of respect and openness;  adaptability to changing circumstances and new ideas;  enthusiasm, energy, vigour and perseverance;  empathy, humility and humour |  | * Letter of application * References * Selection processes |