

**POST: DIOCESAN SCHOOLS COMMISSIONER (DSC)**

**PERSON SPECIFICATION**

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| **A FAITH COMMITMENT**  | Essential | **Desirable** | **Interview** | **Application** | **Reference** |
| Practising Catholic with evidence of participation in the life of a faith community | **Y** |  | **X** | **X** | **X** |
| Able to articulate a vision of Catholic education | **Y** |  | **X** | **X** |  |
| A passionate belief in the value of Catholic education | **Y** |  | **X** | **X** |  |
| Knowledge of the Church’s general educational aims and purposes | **Y** |  | **X** | **X** |  |
| Knowledge and understanding of national/local policies relating to Religious Education | **Y** |  | **X** | **X** |  |
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| **B TRAINING AND QUALIFICATIONS** | Essential | **Desirable** | **Interview** | **Application** | **Reference** |
| A degree | **Y** |  |  | **X** |  |
| A higher degree |  | **Y** |  | **X** |  |
| Catholic Certificate of Religious Studies or equivalent |  | **Y** |  | **X** |  |
| Evidence of commitment to continuing professional and personal development | **Y** |  | **X** | **X** |  |
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| **C EXPERIENCE**  | Essential | **Desirable** | **Interview** | **Application** | **Reference** |
| Extensive and successful working experience at a senior level in school/academy/diocesan leadership  | **Y** |  | **X** | **X** |  |
| Detailed up-to-date knowledge of national/local education policy and practice and its impact on the Catholic sector | **Y** |  | **X** | **X** |  |
| Sound knowledge of the legal and financial framework in which Catholic schools and academies work  | **Y** |  | **X** | **X** |  |
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| **D PROFESSIONAL SKILLS AND ABILITIES** | Essential | **Desirable** | **Interview** | **Application**  | **Reference** |
| The ability to lead and manage individuals and teams  | **Y** |  | **X** | **X** | **X** |
| The ability to delegate effectively | **Y** |  | **X** | **X** | **X** |
| The ability to provide strategic direction and leadership using a range of appropriate leadership styles | **Y** |  | **X** | **X** | **X** |
| The ability to establish effective relationships with a wide range of individuals, agencies and strategic partners | **Y** |  | **X** | **X** | **X** |
| The ability to develop imaginative and creative responses to new opportunities and challenges | **Y** |  | **X** | **X** | **X** |
| The ability to manage financial issues, procedures and budgets with confidence | **Y** |  | **X** | **X** | **X** |

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| **E PERSONAL ATTRIBUTES** | Essential | **Desirable** | **Interview** | **Application**  | **Reference** |
| To command credibility and respect, and exhibit personal integrity | **Y** |  | **X** | **X** | **X** |
| To have well-developed interpersonal and communication skills | **Y** |  | **X** | **X** | **X** |
| To be a resilient leader | **Y** |  | **X** | **X** | **X** |
| To be able to adapt to changing circumstances and new ideas | **Y** |  | **X** | **X** | **X** |
| To be an inspiring role model  | **Y** |  | **X** | **X** | **X** |
|  |  |  |  |  |  |
| **F SAFEGUARDING** | Essential | **Desirable** | **Interview** | **Application**  | **Reference** |
| Understanding of responsibilities in relation to compliance with Health and Safety Legislation | **Y** |  |  | **X** |  |
| Clear commitment to and understanding of child protection matters, safeguarding legislation and practice | **Y** |  | **X** | **X** |  |
| Satisfactory Enhanced Disclosure and Barring Service (DBS) check  | **Y** |  |  | **X** |  |
|  |  |  |  |  |  |
| **OTHER REQUIREMENTS** | Essential | **Desirable** | **Interview** | **Application**  | **Reference** |
| CES application form should be completed in full | **Y** |  |  |  |  |
| A current, valid driving licence | **Y** |  |  |  |  |
| Use of own private vehicle to travel independently throughout the diocese  | **Y** |  |  |  |  |