

## Person Specification

<b>Qualifications &amp; Experience</b>	Essential	Desirable
Qualified teacher status		X
A degree or equivalent	X	
NPQH Award		X
Significant senior leadership experience in an educational environment	X	
Extensive experience of leading multi-stakeholder organisations	X	
An understanding of the school sector and education more broadly, including: <ul style="list-style-type: none"> <li>Ofsted and SIAMS inspection frameworks and processes;</li> <li>educational legislation;</li> <li>DfE and ESFA policy and procedures in relation to academy trusts</li> </ul>	X	
A commitment to and evidence of professional development	X	
Experience of supporting successful school improvement	X	
Experience in financial and resource management	X	
Experience of significant change management	X	
Full driving licence	X	

<b>Skills and Competencies</b>	Essential	Desirable
A proven ability to lead and motivate staff	X	
Ability to plan strategically and prioritise in complex situations	X	
Effective prioritisation and organisational planning	X	
Ability to demonstrate high level organisational skills	X	
The ability to analyse and present data and information coherently	X	
Exceptional oral and written skills	X	
The ability to deploy staff and resources effectively	X	

<b>Additional Factors</b>	Essential	Desirable
Personal impact, presence and integrity	X	
Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour.	X	
Ability to develop and lead the vision for the Trust and its stakeholders	X	
Excellent negotiating and diplomatic skills	X	

A proven ability to work under pressure	X	
Commitment to safeguarding and promoting the welfare of children and young people	X	
Commitment to equal opportunity	X	