

Harrogate High School

HEAD of ACADEMY

PERSON SPECIFICATION

Key Criteria	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Educated to at least degree level • Qualified to teach and work in the UK • Strong A Levels or equivalent • Full divers' licence and access to transport 	<ul style="list-style-type: none"> • Masters/postgraduate degree in a relevant subject e.g. education or leadership • Ofsted Inspector training/ experience
Experience	<ul style="list-style-type: none"> • Successful senior leadership experience, at Headteacher/Deputy Headteacher level within a Secondary setting resulting in significant improvement in provision • Experience of working and leading in a range of school settings • Understanding of the demands of, and be able to articulate how schools can successfully deliver exceptional education • A record of implementing change programmes to raise standards in teaching and learning and the quality of provision, resulting in improved outcomes for young people • Developing a strong team culture with senior leaders and fostering a positive 'can do' work ethos • Working with, and developing positive relationships with stakeholders, sponsors or businesses • Experience of using a wide range of data to inform decision-making 	<ul style="list-style-type: none"> • Experience of leading a successful Post 16 provision • Experience of working in both the private and public sectors
Leadership	<ul style="list-style-type: none"> • Effective leadership style that encourages participation, innovation and confidence • An ability to motivate colleagues and develop the leadership skills of others • An ability to lead, coach and mentor staff within a robust performance management framework, including professional development and effective management of underperformance • Genuine passion and belief in the potential of every child • Takes personal responsibility for all their actions • The confidence to challenge opposing views by presenting robust arguments and reasons for the contrary view 	<ul style="list-style-type: none"> • An ability to identify external commercial opportunities and sponsorships to develop the school profile and finances • Sound levels of commercial and education sector awareness

	<ul style="list-style-type: none"> • Commitment to the safeguarding and welfare of all children and young people • Strong and effective interpersonal, written and verbal communication skills 	
Personal Qualities and behaviours	<ul style="list-style-type: none"> • Presence, energy and impact • Professional and exemplary character necessary to be the ambassador for the school • Committed to continuous school improvement • Committed to the well-being of both students and staff • Excellent analytical and problem solving skills • Excellent time management and organisational skills and the ability to delegate • A pragmatic, action-orientated and outcome-focused approach • Highly committed to contributing to the wider school and its community • Capable of handling a demanding workload and able to successfully prioritise workload and that of the Senior Leadership team • Willingness to work flexible hours 	
Other	<ul style="list-style-type: none"> • Committed to promoting inclusion, celebrating diversity and achieving equity and equality for all • Actively support the collective efficacy that exists within the Trust, deliver, and promote the NSAT strategy, vision, values and promote our shared beliefs • Enhanced DBS clearance essential prior to taking up the post • Committed to promoting diversity, equity and equality for all • Willing to commit to and support the academies programme and the NSAT vision, values and beliefs 	