



North East  
Learning Trust

WE'RE LOOKING FOR  
**A SENIOR STRATEGIC  
LEADER**  
TO JOIN OUR TEAM



The Academy  
at Shotton Hall

The Academy at Shotton Hall

Passfield Way,  
Peterlee, SR8 1AU

0191 518 0222  
enquiries@shottonhallacademy.co.uk  
[www.shottonhallacademy.co.uk](http://www.shottonhallacademy.co.uk)

# Senior Strategic Leader

**Required for September 2019**

**Salary L21 – L25**

The North East Learning Trust are seeking to appoint an outstanding Senior Strategic Leader to join the Senior Leadership Team of the Trust. As an experienced senior leader with a wide range of experience you will be ready for headship within eighteen months to two years.

## The successful candidate will:

- have been a senior leader for a minimum of three years in a range of roles.
- have a track record of delivering outstanding outcomes for all students as well as the skills and qualities required to be a highly effective member of our Senior Leadership Team;
- be uncompromising in their ambitions for all staff and students at the Academy;
- possess proven leadership qualities and the ability to challenge, inspire and motivate colleagues;
- have a proven record as an imaginative, innovative, resourceful and decisive leader;
- have an understanding of the current educational climate;
- have a desire to work within the Multi Academy Trust structure.

## Deadline:

**Noon on Monday 20 May 2019**

Interviews and shortlisting will take place that week.

All visits to the school are warmly welcomed.

Please contact the school office on **0191 518 0222** to arrange a visit.

## How to apply:

Application forms should be completed and returned with a supporting letter of no more than two sides of A4 to **[debra.livingston@shottonhallacademy.co.uk](mailto:debra.livingston@shottonhallacademy.co.uk)** or by post to Debra Livingston (Head of Administrative Services), The Academy at Shotton Hall, Passfield Way, Peterlee, SR8 1AU.



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## Job description

### Responsible to

CEO, DCEO's.

### Main purpose

As an experienced senior leader, with a wide range of experience you will be ready for headship within eighteen months to two years.

### Job purpose

The Senior Strategic leader will have delegated responsibilities which are both Trust-wide and of considerable weight. The duties outlined in this job description are in addition to those covered by the latest School Teacher's Pay and Conditions Document.

### Core responsibilities and duties

#### Working with DCEOs you will:

1. Deputise for the Head of School if they are absent and take appropriate actions on behalf of the trust.
2. Work with the Heads of School, Governors and Senior Leadership Team to formulate and shape the aims and vision for the Trust to ensure the best possible outcomes for all students.
3. Act as role model for all members of the Trust community promoting high expectations of the quality of teaching and learning, attendance and behaviour.
4. To keep up to date with national and local educational developments, which fall within the overall remit of the Senior Leadership Team but specifically within each leadership team member's areas of responsibility and provide information for staff, Governors/Trustees and others as appropriate.
5. Make leading and significant contributions to School Improvement Plans
6. Actively contribute to the Senior Leadership Team attending weekly meetings and other relevant meetings as may be required both at school and trust level.
7. To undertake joint responsibility, with other members of the Senior Leadership Team for School Self Evaluation and Performance Management.
8. To actively promote and develop the Trust's positive ethos and culture.
9. Develop, review and support Trust policies to ensure their effective implementation.

10. Attend and contribute to Local Academy Council meetings as appropriate.
11. To undertake responsibility for identified strategic areas of Trust leadership as negotiated with the CEO/DCEOs

The list of duties is extensive but not exhaustive and may not identify each individual task which may reasonably be requested of the post holder. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the CEO to reflect or anticipate changes in the job commensurate with the grade and job title.



## Person specification

	Essential	Desirable
Education and training	<ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Good Honours Degree</li><li>• Evidence of Continued Personal and Professional Development</li><li>• Evidence of recent and relevant Personal and Professional Development e.g. NPQH/NPQSL</li></ul>	
Experience	<ul style="list-style-type: none"><li>• Relevant and recent senior leadership experience, at least three years</li><li>• Understanding of current trends in education</li><li>• Successful teaching experience in at least two secondary schools or a significant variety of roles in the same school</li><li>• Data analysis and target setting at all levels</li><li>• Leading large and varied teams effectively</li><li>• Significant experience of successfully leading change</li><li>• Proven track record in implementing strategies and interventions to rapidly raise achievement and standards</li><li>• Effectively tackling under performance in staff and students</li><li>• Implementing school wide systems and policies e.g., Quality Assurance, School Self Evaluation, CPD, Performance Management</li><li>• Contact with parents/carers, governors, trustees and the wider community</li><li>• Experience of working within a Teaching School</li><li>• Whole School Development and Improvement planning within a secondary school or Primary School.</li><li>• Resource and financial management, monitoring and evaluation</li></ul>	<ul style="list-style-type: none"><li>• Understanding of the latest development in curriculum design</li></ul>

Aptitude and skills	<ul style="list-style-type: none"> <li>• Understanding of the Ofsted Inspection framework</li> <li>• An excellent classroom teacher</li> <li>• Ability to see things through to completion</li> <li>• A reflective practitioner able to evaluate practice and embed a process of continuous improvement</li> <li>• An inspirational style that imparts confidence, motivates staff, parents/carers and students</li> <li>• Ability to analyse and interpret information to make informed decisions and exercise good judgement</li> <li>• Ability to create and maintain strong supportive relationships with staff, trustees, parents/carers, students, the community and others</li> <li>• Ability to be innovative, creative and tenacious</li> <li>• Good reasoning powers and ability to make balanced judgements in a variety of situations</li> <li>• Promote creativity, innovation and the use of appropriate new technologies to achieve excellence</li> <li>• Consistently demonstrate a high level of skill in the effective use of data to track and evaluate the performance of students and implement appropriate intervention</li> <li>• Proven ability to drive forward a number of initiatives and achieve results</li> <li>• Ability to represent academies and the trust at a local and national level</li> </ul>	
Leadership and management	<ul style="list-style-type: none"> <li>• Ability to contribute to the strategic direction of academies within the trust.</li> <li>• Ability to develop and implement operational policies to deliver the strategic vision for the academy/trust</li> <li>• Leadership and management skills to improve and maintain level of attainment and success</li> <li>• Ability to lead, coordinate, delegate and empower</li> </ul>	
Knowledge and understanding	<ul style="list-style-type: none"> <li>• Statutory education frameworks</li> <li>• Strategic planning processes</li> <li>• Principles and strategies of school improvement</li> <li>• Understanding the work of the academy governors/trustees</li> </ul>	<ul style="list-style-type: none"> <li>• Current educational issues in all age ranges and phases.</li> <li>• Understanding of the academy financial handbook</li> </ul>

<b>Other qualities</b>	<ul style="list-style-type: none"> <li>• An exceptional role model with high standards of integrity and approachability</li> <li>• Model the vision and values of the academy/trust</li> <li>• A belief that everyone has an entitlement to high quality educational opportunities</li> <li>• A 'can do' approach and a positive attitude to innovation and change</li> <li>• Excellent interpersonal skills and the ability to inspire, challenge, motivate and empower others to carry the vision forward</li> <li>• Ability to take the initiative and also to work well as part of a team</li> <li>• Excellent organisational skills and ability to manage own workload</li> </ul>	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Flexibility, creativity and the ability to think laterally</li> <li>• Stamina and a capacity for hard work</li> <li>• The ability to be reflective and self-critical</li> <li>• Open and approachable with a vision that inspires others but is also rooted in reality</li> <li>• A desire to continue to develop themselves professionally</li> </ul>	

## References:

Any relevant issues arising from references will be taken up at interview.

## DBS and pre-occupational health:

The North East Learning Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Any offer of employment will be subject to receipt of a satisfactory DBS Enhanced Disclosure.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process.

## Equal opportunities:

We are an equal opportunity employer. We want to develop a more diverse workforce and we positively welcome applicants from all sections of the community.

Applications with disabilities will be granted an interview if the essential job criteria are met.