



PERSON SPECIFICATION

Room for Improvement Manager

	Essential	Desirable
KNOWLEDGE AND UNDERSTANDING		
Relevant GCSEs or equivalent (inc English and Maths as C grade or better)	✓	
Qualified Teacher Status		✓
Higher education qualifications in a related degree		✓
Evidence of formal training in behaviour management		✓
EXPERIENCE		
Experience of working in a comprehensive school		✓
Experience of working with young people with challenging behaviours	✓	
Experience of implementing behaviour management strategies to resolve challenging behaviour	✓	
Experience of using SIMs		✓
Developing banks of educational resources		✓
PROFESSIONAL KNOWLEDGE AND SKILLS		
Thorough knowledge of ICT software and applications.	✓	
Cope securely with subject related questions students raise.	✓	
Ability to motivate and re-engage disaffected students.	✓	
Instil strong behaviour for learning in students.	✓	
Support students in overcoming issues which act as barriers to their learning and behaviour	✓	
Knowledge and understanding of a issues facing an inner-city community	✓	
Ability to prepare and present information to parents, senior leaders and governors.	✓	
Set tasks which challenge students and ensure high levels of student interest.	✓	
Set clear targets for students' learning.	✓	
Understanding of child protection and safeguarding	✓	
PERSONAL ATTRIBUTES		
The ability to promote and maintain quality control in all aspects of work	✓	
Team player with energy, commitment, enthusiasm and perseverance.	✓	
Excellent organisational skills encouraging positive collaborative working practices	✓	
Ability to represent the Trust in a professional manner with a calm, tactful and responsible attitude.	✓	
Excellent communication skills showing sensitivity and strength	✓	
Ability to be both constructive and critical	✓	
Ability to provide a deliver effective customer care	✓	
Evidence of a commitment to equality and diversity policies and an understanding of their effective operation within an institution.	✓	
Ability to prioritise workloads and to work to given deadlines	✓	
Ability to adapt change within the working environment	✓	
Ability to maintain confidentiality	✓	