

PERSON SPECIFICATION

Director of School Improvement

The criteria below indicate the qualities that are needed to do the job well. Candidates for the post will be selected according to the extent to which they satisfy them, and their evidence of potential for developing the rest further. Most of the criteria must normally be met in order to qualify for selection.

ESSENTIAL CRITERIA

Education and Qualifications

- Degree or equivalent
- Qualified Teacher Status.
- Evidence of recent professional development.

Knowledge and Experience

Comprehensive knowledge, experience and passion for quality in all phases of educational provision (early years, primary and secondary), and in depth knowledge and experience of at least one phase. This will be achieved by:

- sustained experience as a senior leader in education, including headship;
- proven and consistent track record at a senior level of school improvement;
- a proven track record in developing, communicating and successfully implementing education and school improvement strategies and programmes of activity;
- significant knowledge and understanding of relevant legislation, innovation, new developments, including current research and accountability frameworks underpinning educational effectiveness;
- understanding and empathy for the regional context;
- detailed understanding of key education issues, including the education of pupils with special educational needs and those who are high achieving;
- significant knowledge and understanding of approaches to self-evaluation and improvement planning processes;
- understanding of, and commitment to, equality, diversity and inclusion;
- experience of budget management and resource planning.

Communication

- Outstanding communication, influencing and negotiating skills across a range of internal and external stakeholders;
- exemplary oral and written communication skills;
- excellent interpersonal skills, including ability to gain acceptance for new ways of working which may require changes to behaviour.

Skills / Attributes

- Insight and awareness, including anticipation of trends that will impact on the academies and their communities;
- the ability to analyse, evaluate and interpret information, including statistical data, and make critical organisational decisions;



- to be creative and have highly developed problem solving, negotiation and decision-making skills and the ability to produce practical and innovative solutions;
- excellent time management and organisational skills, including working under pressure and to deadlines;
- confident user of ICT;
- commitment to personal and professional development.

Leadership

- Proven leadership qualities and change management abilities with the capacity to direct and support the Trust to achieve its objectives;
- proven ability to lead, motivate, enthuse and drive forward individuals and teams to achieve high performance.

DESIRABLE CRITERIA

- Postgraduate qualification in an education or management related area.
- National Professional Qualification in Executive Leadership (NPQEL) or similar.
- Experience of school to school support as a National Leader of Education (NLE) or similar system leaders.
- Previous experience of engagement with national and local research and leading school based enquiry.
- Experience of Ofsted inspection.

ADDITIONAL INFORMATION

This Job Description is correct at the time of print and gives the main responsibilities and tasks of the role. These may however be changed or added to as appropriate. There may also be the need for staff to undertake additional duties from time to time, appropriate to the level of the post. Should these additional tasks become a frequent part of the role, the job description will be revised through consultation with the post holder.

Date: 26 April 2021

This post is subject to a Disclosure and Barring Services (DBS) check.

This post is exempt from the Rehabilitation of Offenders Act (1974) – applicants must be prepared to disclose all criminal convictions and cautions including those that would otherwise be spent under the Act. The Trust is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.