

PERSON SPECIFICATION

The successful candidate must be able to demonstrate that he/she has the qualifications, experience, knowledge, abilities and personal qualities outlined below. This will be determined initially through the Application and subsequently, for selected candidates, through the interview process. References obtained about candidates will also be used in the assessment of their suitability for the post. A commitment to the particular charism of a Loreto education is essential and our **Vision values and Philosophy of Education** document underpins all that we do.

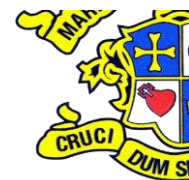
A Qualifications, Experience and Professional Development

	Essential - E Desirable - D
<ul style="list-style-type: none"> • Practising Catholic 	E
<ul style="list-style-type: none"> • Catholic Teacher's Certificate 	D
<ul style="list-style-type: none"> • Degree 	E
<ul style="list-style-type: none"> • Qualified Teacher status 	E
<ul style="list-style-type: none"> • Recent participation in relevant professional development in preparation for Deputy Head/Headship 	E
<ul style="list-style-type: none"> • Experience as a Deputy/Assistant Headteacher 	E
<ul style="list-style-type: none"> • Successfully led, planned, managed and evaluated change, which has had a significant impact at whole-school level 	E
<ul style="list-style-type: none"> • Demonstrated the ability to work strategically and successfully at a senior leadership level 	E
<ul style="list-style-type: none"> • Demonstrated a clear understanding of the distinctive nature of a Catholic school 	E
<ul style="list-style-type: none"> • Worked in more than one school, at least one of which is Catholic 	D

B Professional Experience, Knowledge and Understanding

Applicant should be able to demonstrate appropriate experience, knowledge and understanding of:

	Essential - E Desirable - D
<ul style="list-style-type: none"> Can demonstrate the strategic thinking and planning that builds, communicates and carries forward, a coherent and shared vision for an effective Catholic school and a Loreto education 	E
<ul style="list-style-type: none"> Evidence of being an outstanding classroom practitioner and excellent examination outcomes for classes taught 	E
<ul style="list-style-type: none"> Experience of successfully implementing effective strategies for improving the quality of education, including promoting excellence and challenging poor performance 	E
<ul style="list-style-type: none"> Experience of effective monitoring and evaluating the effectiveness of teaching and learning, including its outcomes in terms of standards and achievement and the social, moral, spiritual and cultural development of all students. 	E
<ul style="list-style-type: none"> Sound understanding of educational thinking, recent developments and key initiatives 	E
<ul style="list-style-type: none"> Understands the significance of interpersonal relationships and strategies for promoting individual and team development 	E
<ul style="list-style-type: none"> Has a clear understanding of the impact of change and different leadership styles on individuals and organisations 	E
<ul style="list-style-type: none"> Demonstrates a personal enthusiasm and commitment to Leadership around making positive differences to young people 	E
<ul style="list-style-type: none"> Successful experience of the delegation of Leadership responsibilities and management tasks, as appropriate, and monitoring, evaluating and reviewing their implementation 	E
<ul style="list-style-type: none"> Understand how to establish and sustain effective systems, policy and practice 	E
<ul style="list-style-type: none"> Clear knowledge of, and commitment to, the implementation of the Safeguarding agenda 	E
<ul style="list-style-type: none"> Ability to develop, implement and evaluate strategic plans and priorities 	E
<ul style="list-style-type: none"> Demonstrates a clear understanding of the principles and practice of quality assurance systems, including school review, self-evaluation and performance management, and have evidence of effective involvement in all aspects of school improvement 	E
<ul style="list-style-type: none"> Shows a practical understanding of how to analyse and use the full range of evidence, including performance data and external evaluations, to support, monitor, evaluate and improve aspects of the school, including challenging poor performance. 	E
<ul style="list-style-type: none"> Can contribute information to ensure that the Headteacher and Governors are well-informed about school policies and progress measures 	E
<ul style="list-style-type: none"> Experience of holding individuals, teams and whole-school to account for student learning outcomes 	E
<ul style="list-style-type: none"> Experience of building and sustaining effective relationships with parents/carers to support their children's learning 	E
<ul style="list-style-type: none"> Experience of building and sustaining effective relationships with parents, carers, other schools and partners and the wider community that enhance the education of students 	E



C Personal Skills and Attributes

Applicant should have the ability to:

	Essential - E Desirable - D
<ul style="list-style-type: none"> Embed successful change across the school by effectively completing tasks and evaluating outcomes within agreed timescales 	E
<ul style="list-style-type: none"> Improve, challenge, motivate and empower teams and individuals to achieve high goals 	E
<ul style="list-style-type: none"> Prioritise, plan and organise themselves and others 	E
<ul style="list-style-type: none"> Think analytically and creatively and demonstrate initiative in solving problems 	E
<ul style="list-style-type: none"> Be approachable and have a genuine desire to enable everyone to be the best that they can be 	E
<ul style="list-style-type: none"> Be a strong, visible presence in all areas of the school 	E
<ul style="list-style-type: none"> Be aware of their own strengths and areas for development, and listen to, and reflect constructively, and act upon as appropriate, feedback from others 	E
<ul style="list-style-type: none"> Demonstrate a capacity for sustained hard work with energy and vigour 	E
<ul style="list-style-type: none"> Demonstrates resilience and optimism 	E
<ul style="list-style-type: none"> Demonstrates impact and presence 	E
<ul style="list-style-type: none"> Have a sense of perspective and humour 	E

