|  |  |  |  |
| --- | --- | --- | --- |
| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **Qualifications** | Graduate Level EducationDegree (or equivalent)Qualified Teacher Status | Higher DegreeFurther studies/qualifications within educational leadership | Application Form |
| **Experience**  | Recent successful teaching experience in a relevant contextSuccessful middle leadership/management experienceSignificant CPD in areas defined within the job descriptionSuccessful leadership experience with a measurable positive impact in areas covered by the job descriptionUp to date knowledge of national and local policy, and the educational landscape | Recent, relevant professional development (particularly in leadership/management)Experience of contributing to whole school self-evaluationExperience of supporting schools beyond base school as a senior leaderExperience of, or understanding of, strategic leadership/management including human, financial and material resource planning | Application FormReferencesInterviewTask/Presentation |
| **Personal Attributes** | Outstanding communicatorOutstanding leader and team playerStrong empathy for working with ALL studentsOutstanding interpersonal skillsSense of humourPotential for deputy headship/headshipStamina and a capacity for hard workAbility to be reflective and self-criticalAbility to work with minimum supervision | Lively personalityOutside-classroom interests | Application FormReferencesInterviewTask/Presentation |
| **Skills and Knowledge** | Strong commitment to inclusive practicesStrong knowledge of pastoral accountabilitiesExcellent classroom practitionerICT literateDemonstrate ability to work effectively in a wide range of partnerships to achieve school improvementExcellent management, motivational and communication skillsAbility to understand and interpret data to support student level intervention and whole school improvement structuresOutstanding organisational skillsConfident in understanding, analysing and making effective use of a wide range of data including Raise OnlineAwareness of current national developments in educationAbility to think and work creatively and flexibly, with the ability to pay close attention to detail whilst under pressure of deadlinesAbility to communicate a clear vision and empower othersConfident in implementing quality assurance and providing constructive feedback | Knowledge of the RSA Family of Academies Knowledge of whole school self-evaluation | Application FormReferencesInterviewTask/Presentation |
| **Disposition, Adjustment & Attitudes** | A commitment to the values of the Central RSA Academies TrustReadiness to accept changeDesire and ability to lead changeOpenness and willingness to learnCommitment to parental/community involvementAbility to relate to others at all levelsAbility to manage time and priorities successfullyA fundamental concern for the safety, security and well-being of all the students in the schoolUnderstand, uphold and put into practice the requirement to safeguard and promote the welfare of children in day to day dealings with them. |  | Application FormReferencesInterviewTask/Presentation |
| **Personal Circumstances** | Circumstances should not preclude reasonable attendance at evening meetings and weekend and other in-service commitments.Willingness to work across all the area covered by current RSA Academies, including on short or long-term secondment if requiredPrepared to work long hours but with a well established work-life balance.Outstanding attendance and punctuality. |  | Application FormReferencesInterviewTask/Presentation |

*Central RSA Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post will be subject to enhanced DBS clearance.*

May, 2021