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| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **Qualifications** | Graduate Level Education  Degree (or equivalent)  Qualified Teacher Status | Higher Degree  Further studies/qualifications within educational leadership | Application Form |
| **Experience** | Recent successful teaching experience in a relevant context  Successful middle leadership/management experience  Significant CPD in areas defined within the job description  Successful leadership experience with a measurable positive impact in areas covered by the job description  Up 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-evaluation  Experience of supporting schools beyond base school as a senior leader  Experience of, or understanding of, strategic leadership/management including human, financial and material resource planning | Application Form  References  Interview  Task/Presentation |
| **Personal Attributes** | Outstanding communicator  Outstanding leader and team player  Strong empathy for working with ALL students  Outstanding interpersonal skills  Sense of humour  Potential for deputy headship/headship  Stamina and a capacity for hard work  Ability to be reflective and self-critical  Ability to work with minimum supervision | Lively personality  Outside-classroom interests | Application Form  References  Interview  Task/Presentation |
| **Skills and Knowledge** | Strong commitment to inclusive practices  Strong knowledge of pastoral accountabilities  Excellent classroom practitioner  ICT literate  Demonstrate ability to work effectively in a wide range of partnerships to achieve school improvement  Excellent management, motivational and communication skills  Ability to understand and interpret data to support student level intervention and whole school improvement structures  Outstanding organisational skills  Confident in understanding, analysing and making effective use of a wide range of data including Raise Online  Awareness of current national developments in education  Ability to think and work creatively and flexibly, with the ability to pay close attention to detail whilst under pressure of deadlines  Ability to communicate a clear vision and empower others  Confident in implementing quality assurance and providing constructive feedback | Knowledge of the RSA Family of Academies  Knowledge of whole school self-evaluation | Application Form  References  Interview  Task/Presentation |
| **Disposition, Adjustment & Attitudes** | A commitment to the values of the Central RSA Academies Trust  Readiness to accept change  Desire and ability to lead change  Openness and willingness to learn  Commitment to parental/community involvement  Ability to relate to others at all levels  Ability to manage time and priorities successfully  A fundamental concern for the safety, security and well-being of all the students in the school  Understand, uphold and put into practice the requirement to safeguard and promote the welfare of children in day to day dealings with them. |  | Application Form  References  Interview  Task/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 required  Prepared to work long hours but with a well established work-life balance.  Outstanding attendance and punctuality. |  | Application Form  References  Interview  Task/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