

## Person Specification

<p>In addition to meeting the general requirements of the National Standards for Headteachers, the successful candidate will ideally be a practicing Catholic committed to furthering the distinctive character and ethos of Catholic Education. They will also meet the following criteria</p>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Proven track record of driving educational standards and implementing effective school improvement in a leadership role</li> <li>• Experience throughout the primary age range</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree</li> <li>• Qualified Teacher Status</li> <li>• NPQH is preferred but not a requirement</li> </ul>
<b>Shaping the Future</b>	<ul style="list-style-type: none"> <li>• Passion and ability to create, and to successfully communicate, a vision for the school; to produce innovative ideas and to think strategically in order to drive change and school improvement.</li> <li>• Understanding, appreciation and support of the Christian values and positive ethos of the school.</li> <li>• Ability to successfully lead change and inspire others with a proven track record of change management. In particular, the ability to manage the changes resulting from the proposed conversion to Academy status by inspiring, leading, motivating and supporting pupils, staff, governors and parents towards a shared vision of excellence in a Catholic setting.</li> <li>• Sound knowledge of current and future educational developments</li> <li>• Commitment to understanding local / political issues and managing any potential impact upon the school.</li> <li>• Ability to maintain a high profile in the school and community</li> </ul>
<b>Leading Learning &amp; Teaching</b>	<ul style="list-style-type: none"> <li>• High aspirations for self and others; a role-model with the ability to lead by example and inspire outstanding teaching and learning.</li> <li>• Expects high standards in learning and behaviour, progress and achievement, for staff and children, and provides appropriate support to meet these while remaining committed and determined to achieve the necessary improvement of results.</li> <li>• Ability to develop a creative curriculum, which is relevant to the school community and to raise achievement and standards.</li> <li>• Passionate about working with and valuing all children as individuals, with a commitment to include and make a difference for every child, ensuring that their voice is heard and that they are engaged with their learning, the school vision and its ethos.</li> </ul>
<b>Developing Self and Working with Others</b>	<ul style="list-style-type: none"> <li>• Leadership skills with the ability to inspire, develop, motivate and manage people, both individually and as teams.</li> <li>• Skills to set appropriate and challenging targets and objectives, while maintaining motivation levels and preserving good relationships.</li> <li>• Decisive; able to give direction while taking responsibility; delegates with appropriate accountability.</li> <li>• Commitment to the encouragement, empowerment and training of staff to maximise the use of their expertise.</li> <li>• Desire to work in partnership with governors; to ensure roles are clearly defined, information shared transparently and challenge</li> </ul>