

Person specification

Education and Training	Essential/Desirable
Evidence of success in professional development throughout the career to date	E
Appropriate educational and professional qualifications	E
NPQH	D
Experience	
A track record of success in leading a large, complex educational establishment	E
A track record of raising student outcomes in a complex and challenging environment	E
Experience in creating successful senior and middle leader teams	E
Demonstrable success in leading a comparable organisation through significant periods of change	D
Evidence of success in achieving good or better progress, whilst also achieving high levels of staff motivation and engagement	E
Successful experience of using target setting, data analysis and curriculum innovation to improve progress	E
Evidence of promotion of innovation in teaching and learning	E
A track record of working successfully with Governing Bodies and working in partnership with other educational organisations external agencies and stakeholders	D
Evidence of the ability to develop excellent relationships with young people and adults	E
Knowledge, Skills and Qualities	
Safeguarding - experience and ability to safeguard and protect the welfare of children	E
An in-depth understanding of school leadership and school improvement needed to achieve outstanding student progress and personal development	E
Knowledge of current education legislation, national strategies, trends and innovation	E
An understanding of the importance of research in developing approaches to learning and the ability to put this into practice	E
A thorough understanding of the benefits and implications of a specialist curriculum	E
The ability to analyse performance accurately	E

	Essential/Desirable
Personal Qualities	
A clear understanding of, and commitment to, the development of positive ethos	E
Clarity of vision and the ability to communicate this	E
A passionate commitment to excellence at all levels and the determination to succeed in challenging situations	E
Ability to provide inspirational leadership	E
High level interpersonal and communication skills	E
Commitment to inclusive education	E
Commitment to the wider community and its involvement in lifelong learning	E
High expectations of student achievement, conduct and behaviour	E
Openness, sense of humour, energy and enthusiasm	E