# Person specification

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| criteria | qualities |
| **Qualifications and training** | * Qualified teacher status
* Degree
* Continued professional development in preparation for a leadership role
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| **Experience** | * Leadership and management experience in a school
* Teaching experience
* Involvement in school self-evaluation and development planning
* Line management experience
* Demonstrable experience of successful line management and staff development
* Evidence of successful management and implementation of whole school improvement strategies
* Track record of providing inspirational and strong leadership to teaching and support staff
* Evidence of leading by example in promoting the school’s vision and values to students, staff, governors and parents/carers
* Track record of developing, empowering and supporting individuals and teams
* Ability to delegate management tasks as appropriate and monitor their implementation
* Ability to develop creative and innovate strategies for performance improvement
* Ability to use a range of evidence, including performance data, to support, monitor, evaluate and improve aspects of school life, including challenging poor performance
* Ability to make informed professional management and organisational decisions, even the difficult decisions
* Understanding of the role of governors
* Experience of managing change, leading innovation and transformational learning and meeting challenges successfully
* Motivation to work with children, particularly relating to safeguarding and promoting their welfare
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| **Skills and knowledge** | * Understanding of high-quality teaching, and the ability to model this for others and support others to improve
* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others
* Ability to build effective working relationships
* Ability to think strategically, and to build and communicate a coherent vision
* Ability to inspire, challenge, motivate and empower others to carry the vision forward
* Proven commitment to establishing collaborative vision of excellence and equality that set high standards for children and staff
* The ability to set and achieve ambitious, challenging goals and targets
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| **Personal qualities** | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Ability to work under pressure and prioritise effectively
* Commitment to maintaining confidentiality at all times
* Commitment to safeguarding and equality, ensuring that personal beliefs are not expressed in ways that exploit the position.
* Ability to develop and maintain good relationships with staff, parents, students, governors and the community
* Ability to deal sensitively with people and achieve positive outcomes
* Adaptable to changing circumstances and new ideas
* Approachable, reliable, has presence and is highly visible to children, parents/carers and the wider community
* Values diversity and the unique contribution that every individual makes to the learning community •
* Ability to think creatively to anticipate and solve problems
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