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**Responsible to: The Headteacher**

We seek to recruit talented individuals who not only help to build the success of our school but also are people who are engaging and passionate about everything they do. The person specification is related to the requirements of the post as determined by the job description. You should refer to these requirements when completing the application.

**Experience**

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| **Essential**  | **Desirable** |
| Proven record of significant senior leadership achievement | Experience at Deputy/Assistant Head Level or equivalent |
| Proven track record of raising standards | Experience of leading change |
| Experience of management of human and financial resources at senior level | Experience of leading highly effective whole school assessment systems |
| Proven curriculum leadership |  |
| Successful establishment of links with the local community  |  |
| Excellent track record as an effective innovator of education |  |
| Successful experience of promoting equal opportunities, inclusion and appropriate strategies for children with special educational needs |  |
| Experience of working effectively with parents |  |
| Experience of child safeguarding issues and successful use of measures that promote and ensure the safeguarding of young people |  |
| Experience of using performance management processes successfully to contribute to school |  |

**Education and Qualifications**

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| **Essential**  | **Desirable** |
| Degree and teaching qualification | NPQSL or higher |
| Qualified teacher status | Masters/MBA |
| Sustained record of professional development | Accredited Postgraduate study |

**Leadership and Management**

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| **Essential**  | **Desirable** |
| Positive attitude towards change  | Experience of working with a range of agencies |
| Extensive experience of developing staff, of team building and of developing student involvement in schools | Experience of working with Governors |
| In-depth knowledge and understanding of current educational priorities | Experience of challenging underperformance |
| Good understanding of the Ofsted framework and Self Review |  |
| An understanding of Performance Management |  |
| Setting and achieving ambitious and challenging goals and targets |  |

**Skills**

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| **Essential**  | **Desirable** |
| An Outstanding classroom teacher  | Experience of leading staff development in own/ other schools and settings  |
| Proven leadership skills including a range of leadership styles as required | Advanced skills in one or more areas |
| Effective behaviour management |  |
| Strategic management, resource management, development planning & personnel management |  |
| Effective interpretation, analysis and use of data |  |
| Well-developed coaching and mentoring skills |  |
| Well-developed interpersonal and communication skills (including written, oral and presentation |  |
| Wide experience of managing change, leading innovations and meeting challenges successfully |  |
| Effective ICT Skills |  |

**Attributes**

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| **Essential**  | **Desirable** |
| Presence, drive and a passion to raise standards for all in the pursuit of excellence  | Experience of leading staff development in own/ other schools and settings  |
| Shared vision with sponsor | Advanced skills in one or more area |
| Ability to both lead and be a member of a team |  |
| Strong solution focused approaches to problem solving |  |
| Energetic, resilient, empathetic |  |
| Able to develop and maintain good relationships with staff, parents, students, governors and the community |  |
| Commitment to continuous improvement |  |
| Ability to plan and prioritise |  |
| Attention to detail |  |
| Innovative and self-reflective |  |
| Able to deal sensitively with students, parents and staff to resolve conflicts |  |
| Stay calm under pressure |  |
| Retain a sense of proportion and good humour |  |
| Strong strategies to maintain personal workload and well-being |  |