**Person Specification**

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| **Qualifications and Experience** | **Essential or Desired** |
| Honours degree and appropriate teaching qualification  | Essential |
| National Professional Qualification for Middle / Senior Leadership | Desired |
| Evidence of successful Leadership experience  | Essential |
| High quality teacher with proven success in the classroom | Essential |
| Post graduate qualification | Desired |
| Held a senior position in a school setting for a minimum of three years | Desired |
| Experience in a school with substantial Sixth Form provision | Desired |

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| **Leadership and strategic direction and development of the school** | **Essential or Desired** |
| Provide strategic vision, initiate action, take responsibility.  | Essential |
| Motivate others to assist in setting and achieving goals  | Essential |
| Analyse issues and take timely action  | Essential |
| Focus resources on strategic goals | Essential |
| Be solution focused and exhibits a positive attitude.  | Essential |
| Command respect by example in personal values, behaviours and standards. | Essential |
| Use, encourage and facilitate effective communication with all stakeholders – be a team player | Essential |
| Achieve excellence by using effective monitoring systems, interpreting data effectively and evaluating performance and progress towards goals. | Essential |
| Demonstrable understanding of the OFSTED criteria for Outstanding schools and ability to support the whole school community in becoming a beacon of excellence | Essential |
| Work effectively with the Governors and the Trust upholding at all times the Trust values. | Essential |

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| **Management of Teaching and Learning** | **Essential or Desired** |
| Extensive knowledge of curriculum, methods and styles of teaching and learning, student assessment and evaluation criteria. | Desired |
| Experience of contributing to the School Improvement Plan  | Desired |
| Ability to support the Leadership Team in ensuring that the school meets national requirements and that teaching is at least good throughout the school | Essential |
| Experience of contributing to the SEF (School Evaluation Framework)  | Desired |
| High expectations and the ability to articulate them effectively. Be an effective presenter and ambassador for the school and Trust | Essential |
| Have experience of the Ofsted inspection system as a leader | Desired |
| Be aware of the ability to enhance and improve teaching through quality feedback | Essential |
| Have line management experience that demonstrates change through others and positive outcomes for students | Desired |

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| **Management of People** | **Essential or Desired** |
| Intervene, negotiate, resolve conflict, facilitate communication and create and maintain a positive, caring and effective ethos | Essential |
| Understand how own behaviour affects others, exhibits and adjusts appropriate interaction skills and deals effectively with emotional issues | Essential |
| Delegate authority and responsibility clearly and appropriately | Essential |
| Assess expertise of self and others and use staff appraisal to further develop staff and achieve the aims of the school | Essential |
| Use coaching styles to enable staff to reach their potential or be willing to develop these skills | Desired |
| Be an effective communicator who uses group processes and facilitator skills effectively  | Essential |
| Use the skills and abilities of others to enhance whole team performance  | Essential |
| Promote self-development and self-responsibility in all staff whilst keeping awareness of the latest needs for children  | Essential |

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| **Management of Resources** | **Essential or Desired** |
| Evidence of effective use of all available resources to maximise the progress of students  | Desired |
| Ability to ensure that provision for identified students is used effectively as stated in their Statements/EHCPs and Provision Maps | Desired |

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| **Accountability for the effectiveness and efficiency of the school** | **Essential or Desired** |
| Evidence of effectiveness in reporting aspects of strategic development to Governors and CEO.  | Desired |
| Evidence of effectiveness in creating, developing and implementing effective monitoring systems/data and contributing to the SEF | Desired |
| Evidence of effectiveness use of in-school reviews and evaluations, OFSTED and other external reviews of the school’s effectiveness to write Action Plans and School Improvement Plans | Desired |

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| **Safeguarding and Promoting the Welfare of Students** | **Essential or Desired** |
| Experience of pastoral leadership. | Desired |
| Experience of operating as a Designated Safeguarding Lead | Desired |
| Evidence of effective development, implementation and maintenance of robust evaluating systems which enable students to develop emotionally and physically in a nurturing environment. | Desired |
| Evidence of working collaboratively and effectively with a range of professionals to enable students overcome the difficulties and challenges which they face as they move towards adult life. | Desired |