

### Person Specification

<b>Job Title: GLF Behaviour Lead</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Education and Training</b>		
Degree Qualification	√	
Qualified Teacher Status (QTS)	√	
Evidence of Continuous Professional Development	√	
NPQH		√
Higher degree		√
Evidence of post-graduate study or research		√

<b>Professional Experience</b>		
Leading improvement across several schools	√	
Experience in preparing schools for Ofsted inspections, as well as detailed knowledge of the inspection framework and practices	√	
Working with schools' senior leaders to monitor and evaluate the academic performance, leadership and management of their schools	√	
Professional development by actively engaging with and seeking out areas for improvement	√	
Creating, developing and monitoring policy	√	
Promoting, monitoring and evaluating outstanding learning and teaching and the highest levels of achievement	√	
Successful track record in supporting schools in challenging circumstances, causing concern or needing to improve rapidly	√	
Project management to plan and implement change	√	
The effective management of people and resources, including use of the school's budget and best practice in financial and employment matters	√	
Developing and maintaining strong relationships and partnerships with the governors, students, parents and other stakeholders	√	

<b>Knowledge and Skills</b>		
Knowledge of the key legal issues relating to the leadership and management of schools and in particular an understanding of how MATs and schools function	√	
Knowledge of international and national trends that could impact upon the trust's capacity with regards learning and teaching models	√	

The ability to inspire, challenge, motivate and empower others to carry the vision forward	√	
A passion for excellence in the learning process with a strong commitment to school improvement and raising achievement for all	√	
Excellent organisational and good project management skills, able to meet tight deadlines	√	
An understanding of how financial and resource management enables school to achieve its educational priorities	√	
The ability to analyse and interpret complex information and explain key elements in simple terms	√	
The ability to think strategically and to plan and implement change as necessary	√	
The ability to recognise and deal effectively with poor performance	√	
The ability to model the values and vision of GLF Schools and lead by example	√	
An ability to communicate effectively orally and in writing to a range of audiences	√	
The ability to build effective working relationships and networks both within and outside the Trust	√	
The ability to anticipate trends	√	
The ability to think strategically, and to build and communicate a coherent vision	√	
The ability to promote and market GLF's schools	√	

<b>Personal Attributes</b>		
Passion for education, enthusiasm for innovation	√	
Self- motivated and well organised	√	
Resilient and tenacious	√	
Work effectively under pressure	√	
Ability to think strategically and develop a vision for the longer-term future of GLF Schools	√	
Ability to relate to colleagues at all levels, inspiring trust and confidence	√	
Inspires respect	√	
Innovative and solution focused	√	
Organised, proactive and committed to teamwork	√	
Reflective and emotionally intelligent	√	
Inspires confidence	√	
Decisive with sound judgement	√	
Demonstrates professionalism and integrity	√	
Accept accountability for decisions and their impact upon GLF Schools	√	
Values diversity and contribution of all Stakeholders	√	

The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Schools Safeguarding and Child Protection Policy and the GLF Schools Staff Code of Conduct	√	
---	---	--

<b>Other</b>		
Holds current driving license and car, insured for business travel	√	
A willingness to travel independently between schools across the region	√	

<b>Safeguarding</b>		
GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under-represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.		