

## Person Specification

Criteria	
<b>Education, Qualifications and Experience</b>	
<ul style="list-style-type: none"> <li>• Education to degree level or equivalent and Qualified Teacher Status.</li> <li>• Evidence of recent and relevant professional development</li> <li>• Successful recent experience of school leadership or as a member of an LA/ regional/ national school improvement team</li> <li>• Proven track record of raising and sustaining standards in school</li> <li>• Experience of line managing senior personnel such as Head Teachers.</li> <li>• Ability to interpret complex quantitative and qualitative data and use this analysis to inform planning, support and challenge.</li> </ul>	
Competencies	Personal attributes (level expected when the role is conducted at the required standard)
<p><b>Shaping the Future</b></p> <p><i>Able to work with academies to create a shared vision and strategic plan which inspires and motivates.</i></p>	<ul style="list-style-type: none"> <li>○ Ability to play a leading role in the advancement of the Trust</li> <li>○ Passionate commitment to the academic, personal and social development of children and young people</li> <li>○ Ability to think and act strategically and divergently</li> </ul>
<p><b>Leading and Managing - Teaching and Learning</b></p> <p><i>Develop a successful learning culture, raising the quality of teaching and learning.</i></p>	<ul style="list-style-type: none"> <li>○ High professional standards with an ability to give critical advice to help raise standards.</li> <li>○ Knowledge and experience of impactful and quality leadership systems</li> <li>○ Understanding of effective teaching pedagogy</li> <li>○ Infectious Enthusiasm for the improvement of teaching and staff development</li> </ul>
<p><b>Developing Self and Working with Others</b></p> <p><i>Support all staff to achieve high standards, committing to continual professional development for staff and themselves.</i></p>	<ul style="list-style-type: none"> <li>○ Ability to motivate staff across primary and secondary sectors</li> <li>○ Ability to work effectively as part of a team.</li> <li>○ Approachable and supportive.</li> <li>○ Excellent interpersonal, communication and organisational skills.</li> <li>○ Ability to involve and maintain strong, positive relationships with the whole school community.</li> </ul>

<p><b>Managing the Organisation</b></p> <p><i>Seek ways of improving organisational structures and resources through rigorous self-evaluation.</i></p>	<ul style="list-style-type: none"> <li>○ Outstanding leader, committed to distributive leadership and teamwork.</li> <li>○ Ability to lead and motivate staff at all levels – visible and supportive leadership.</li> <li>○ Able to manage the different priorities of a professional team, displaying calmness under pressure.</li> <li>○ Excellent negotiating, influencing and presentation skills.</li> </ul>
<p><b>Securing Accountability</b></p> <p><i>Accountable for the quality of education and improving education service more widely.</i></p>	<ul style="list-style-type: none"> <li>○ Ability to manage budgets, systems and procedures, obtaining value for money.</li> <li>○ Strategic thinker, proven track record of development and implementing effective strategies and policies.</li> <li>○ High degree of political sensitivity.</li> </ul>
<p><b>Planning and Problem Solving</b></p> <p>Able to identify potential problems and establish appropriate courses of action.</p>	<ul style="list-style-type: none"> <li>○ Be willing to be innovative and to take risks.</li> <li>○ Ability to respond creatively to challenges, to identify and develop opportunities</li> <li>○ Ability to synthesise and evaluate data to support strategic planning</li> </ul>
<p><b>Scope of the role:</b></p> <ul style="list-style-type: none"> <li>○ You will be responsible for the line management and appraisal of Headteachers.</li> <li>○ Act as the line manager to colleagues in the education Team working on academy improvement projects.</li> <li>○ Act as commissioner of work to relevant external and internal partners.</li> <li>○ Act as a role model to the leadership teams in schools, promoting consistently high expectations of behaviour in a professional and courteous manner.</li> </ul>	
<p><b>Safeguarding</b></p>	
<p>All adults employed by the Trust are responsible for safeguarding and promoting the welfare of children they are responsible for or come into contact with. As such, all employees will undergo relevant background checks, including a Disclosure and Barring Service (DBS) Enhanced check, in order to satisfy our statutory obligations.</p>	
<p><b>Data Protection</b></p>	
<p>All adults employed by the Trust have a responsibility for data protection and have a duty to observe and follow the principles of the GDPR Regulations.</p>	



**Northern Star Academies Trust**

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