

CEO Person Specification

		Essential / Desirable	Measured via application, interview, tasks, and presentation
Qualifications and training	<ul style="list-style-type: none"> ○ Degree level qualification. ○ Taking advantage of regular training within current role. ○ Masters/postgraduate degree. ○ MAT CEO/System Leadership Training. 	Essential Essential Desirable Desirable	Application Documentation
Experience	<ul style="list-style-type: none"> ○ Proven experience of successfully leading a multi-disciplinary organisation. ○ Highly effective management of multiple resources across various timeframes and financial bands. ○ Have held a senior leadership or executive post, preferably within the SEND sector. ○ Developing a strong team culture with senior leaders and fostering a positive work ethos. ○ Working with and developing strong relationships with stakeholders. ○ Demonstrate successful performance management of reportees towards outstanding outcomes. 	Essential Essential Desirable Essential Essential Desirable	Application References Interview
Thinking ability	<ul style="list-style-type: none"> ○ Able to reconcile and inspire the vision and values of the Trust within the efficacies of day-to-day organisational leadership. ○ Able to see the bigger picture and context within which the Trust operates and understand how to act positively. ○ A strategic thinker who can analyse and process complex information and data quickly and rigorously in order to make effective decisions. ○ Can think analytically to undertake complex tasks in a systematic way. ○ Thinks creatively and imaginatively to solve problems and identify opportunities. ○ Celebrates diversity and makes decisions to actively promote inclusion. ○ Able to articulate and define a clear vision for the future within the vision, ethos and culture of the Trust and schools. 	Essential Essential Desirable Desirable Desirable Essential Essential	Application References Interview

Personal effectiveness	<ul style="list-style-type: none"> ○ Visible and approachable, empathetic and enjoys engaging with children, staff, parents and the wider community. ○ Resilient and robust whilst also showing compassion in dealing with people and issues and is calm under pressure. ○ Natural networker able to engage effectively and communicate with the wider community. ○ Able to demonstrate sound judgement and prioritise issues/risks effectively. Can negotiate and consult effectively with the capacity to influence others, managing change with respect and sensitivity and ensuring appropriate decisions are made. ○ Able to inspire high levels of performance in children and staff. ○ High levels of personal organisation with excellent time management. ○ Able to make clear and transparent decisions about the direction of the Trust. Able to develop and maintain an inclusive and collaborative ethos between schools and senior staff in the Trust. ○ Able to empower and sustain an appropriate level of autonomy for the Headteachers of the school within the delegatory frameworks laid out by the Trust. 	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p>	<p>Application References Interview</p>
Interpersonal relationships	<ul style="list-style-type: none"> ○ Demonstrates a variety of leadership styles and management approaches according to context. ○ Ability to establish positive and productive working relationships with a wide range of stakeholders at all levels. ○ Skilled at negotiating conflicting opinions and securing compromise outcomes that do not diminish these viewpoints. ○ Ability to engage positively and constructively with Headteachers and the Trust Board seeking their views while being unafraid to display clear leadership. ○ Effectively engage and communicate at all levels, including listening to and inspiring children, staff, parents and the wider community, as well as having a personal presence. ○ Shows concerns for impact – identifies the most important concerns and issues of others – modifies own behaviour to achieve the required outcomes. ○ Able to bring presence and gravitas to the role whilst remaining approachable and professional at all times. 	<p>Desirable</p> <p>Essential</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>	<p>Application References Interview</p>
Other requirements	<ul style="list-style-type: none"> ○ Work flexibly, including any service specific hours. ○ Demonstrate a firm commitment to the concept of Multi-Academy Trust and desire to see the Trust flourish and expand in a sustainable manner. ○ Applicants must not be disqualified by law from holding directorships and must undergo an enhanced DBS check. ○ Display appropriate coping strategies, including sense of proportion and a sense of humour. 	<p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>Application References Interview</p>