



Deputy CEO Person Specification

The person specification below shows the key abilities and skills we are looking for in the role of Deputy CEO. The selection panel will shortlist candidates on the basis of how well they meet the requirements of this person specification. We are looking for candidates who demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in a Trust context.

Selection Criteria

Criteria	Description	Essential (E) / Desirable (D)	Shortlisting	Interview	Task	Presentation
Qualifications	Qualified teacher status	E	x			
	NPQH, Masters or further professional qualification such as NLE or LLE in school leadership or other relevant area of education leadership	D	x	x		
Experience	Successful experience as a senior leader, SenCo, deputy head or head teacher in either secondary or primary	E	x	x		
	Successful experience of school/educational leadership in both secondary and primary education	D	x	x		x
	Successful experience of coaching both school leaders and teachers	E	x	x	x	x
	Successful experience of leading training for teachers and school leaders across	D	x			

	accredited programmes/ITT/school improvement services					
	Successful teaching experience within the age range served by the Trust	E	x		x	
	Experience of working in an area of deprivation and successful application of pupil premium and inclusion strategies	D	x			
	Experience of working in school improvement or other area of the education system supporting the development of teachers and school leaders	E	x	x		x
	Experience of working in a Trust or other partnership with a wide range of schools	D	x	x		x
	Is ambitious and has the ability and capacity to fulfil the role of CEO in the future	D	x	x		
Strategic Direction and Development of the Trust including Academies/ Schools	Ability to provide clear educational/organisational vision and direction and lead by example	E	x	x		x
	Ability to formulate aims, policies and plans and monitor, evaluate and review the impact of these	E			x	x
	Ability to work in partnership with others including DfE, RSC, Ofsted, Board of Trustees, Trust central team and schools including School Community Boards	E		x		
	Evidence of introducing effective strategies for improvement – working strategically at scale	D	x		x	x
	Knowledge of current inclusion, SEND and safeguarding/educational developments	E	x		x	x
	Knowledge of statutory requirements in education policy	E	x		x	x
	Experience of leading, coaching and developing staff	E	x		x	
	Ability to lead, manage and inspire the whole TLP community	E			x	x
	Ability to plan, allocate, delegate, support and evaluate work undertaken by groups, teams and individuals	E	x		x	
	Ability to consult and negotiate effectively with different stakeholders involved with the Trust, including pupils	E			x	
Standards in the Trust	Experience of raising standards in more than a single school/academy setting	D	x	x		
	Ability to collect, analyse and use data on pupil progress and performance to raise standards, using appropriate systems including ICT	E	x		x	
	Ability to set and achieve challenging targets for the academy/school, teachers and pupils	E	x	x		x
Teaching and Learning	Understanding of the principles of effective teaching and learning and the ability to support and develop teaching across the Trust	E			x	

	Understanding of the principles of how to engage children through an exciting and stimulating broad curriculum	E		x	x	
	Understanding of the principles of curriculum innovation and suitable models relevant to the context of the school/academy	E	x			
	Understanding of the role and impact of assessment in learning	E		x	x	
	Successful experience of monitoring, evaluating and improving the quality of teaching and learning	E	x	x	x	
	Successful experience of promoting the personal, social, moral, cultural and spiritual development of pupils	E	x			x
Ethos and Inclusion	Ability to support others in creating and maintaining an environment which promotes high standards of behaviour and learning, and celebrates success	E	x	x	x	
	Ability to create a highly professional culture within the Trust to support open dialogue, honesty and professional trust	E		x	x	x
	Understanding of the factors which create barriers to learning and ability to implement appropriate strategies for reducing inequalities and promoting social inclusion	E	x	x	x	
Relationships with the Trust community	Successful experience of creating and maintaining effective partnerships with schools, parents and the community, to enhance pupils learning	E	x	x		x
Deployment of Staff and Resources	Ability to set, interpret, monitor and manage a budget	D	x		x	
	Ability to manage, monitor and review the use of all available resources, ensuring best value	D	x	x		
	Experience of recruiting, selecting and deploying staff and challenging under-performance	E	x	x		x
Suitability to work with children	Ability to form and maintain appropriate professional relationships with children and young people	E	x	x	x	x
	Suitable Enhanced DBS check	E	x	x	x	
	Experience of working with challenging pupil behaviours	D	x		x	
Other Skills and Abilities	Ability to manage time well and work under pressure to deadlines	E	x	x	x	x
	Effective ICT skills	D	x			x
	Ability to drive from one school to another including journeys beyond North Devon	E	x	x		
	Effective interpersonal, communication and presentation skills; both written and oral	E	x	x	x	x
	Being an effective listener with an approachable manner	E		x	x	x