

Person Specification

Qualifications and Experience

The Trustees of Midsomer Norton Schools Partnership believe the successful candidate will be a leader capable of inspiring and championing excellence

Essential to:

- Hold Qualified Teacher Status
- Possess Leadership Team Experience

Knowledge and Experience

- Have senior leadership experience in a secondary school with a proven track record of success in raising achievement and bringing about improvement
- Lead by example through communicating, engaging and modelling outstanding practice; have a visible presence within the school, with the will to represent the school to a variety of audiences
- In accordance with agreed school policies, be willing to set challenging targets and deliver exceptional outcomes and results
- Show a clear understanding of, and commitment to quality in education as well as having:
 - the ability to support and help develop the principles of an outstandingly effective school
 - experience of strategies which raise children's achievements
 - the qualities necessary to support professional development of staff, commitment to learning of students, excellent behaviour and high standards

Skills and Abilities

- To be able to think and act strategically and communicate a vision for the school
- To forge and develop productive relationships with governors, staff, parents, students, the local community, other schools, and other partners
- Have outstanding all-round communication and presentation skills that can reach a variety of audiences
- Know when to be decisive and when to be consensual
- To be able to network, and be a positive force in the school community
- To make an immediate impact on the school, growing the role rather than taking time to grow into the role

Leadership and Management

- To be able to demonstrate visionary leadership, drive and ambition
- Have the ability to manage time and demands and prioritise accordingly
- Demonstrate excellent interpersonal skills
- Demonstrate outstanding management of people

Personal Qualities

- Have integrity and reliability
- Possess professional pride and ability to command respect from others
- Have enthusiasm, energy and dynamism.
- Be resilient and able to work under pressure
- Listen to others concerning his/her own personal contribution and modify style and behaviour as appropriate
- Be committed to the principles of equality and diversity
- Have a willingness to reflect and engage in professional and personal development

Role:

Specific responsibilities will be discussed and allocated when an appointment is made, based upon the skills and experience of the successful candidate.

Candidates should have extensive experience in one or more of the following areas:

- Teaching and Learning
- Curriculum development
- Pastoral
- Assessment and Progress
- Staff development

The Trust are committed to safeguarding and promoting the welfare of children and young persons and Headteachers must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).

The Trust is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

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