



## Person Specification Director of Catholic Education

<b>A</b>	<b>Training and Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
	Educated to degree level	✓	
	Qualified Teacher Status (QTS)	✓	
	Catholic Certificate of Religious Studies or equivalent / working towards	✓	
	National Professional Qualification for Headship (NPQH)		✓
	National Leader of Education/Local Leader of Education		✓
	Trained Ofsted and/or Diocesan Inspector		✓
	Evidence of commitment to continuing professional and personal development of self and others	✓	
<b>B</b>	<b>Faith Commitment</b>	<b>Essential</b>	<b>Desirable</b>
	Practising Catholic in full communion with the Catholic Church	✓	
	A willingness to support the Catholic Life of schools	✓	
<b>C</b>	<b>Experience of Educational Leadership and Management</b>	<b>Essential</b>	<b>Desirable</b>
	A proven track record of successful senior leadership in Catholic schools	✓	
	Experience of leading or supporting improvements in standards in more than one school	✓	
	Demonstrable experience of system leadership across a range of schools		✓
	Experience of working with teaching schools and completing successful bids to secure funding for educational improvement projects		✓
	Experience of successful implementation of strategies for raising achievement and ensuring effective teaching, learning and assessment	✓	
	Experience of monitoring and evaluating teaching and learning which leads to raised standards	✓	
	Experience of successfully leading and managing whole school change initiatives	✓	
	Experience of working cross-educational phase		✓
	Experience of preparing a school for Catholic Schools Inspection	✓	
<b>D</b>	<b>Professional Experience and Knowledge</b>	<b>Essential</b>	<b>Desirable</b>
	Evidence of continual professional development	✓	



An understanding of the philosophy of Catholic education	✓	
An understanding of the central role of curriculum Religious Education	✓	
Sound up-to-date knowledge of developments in education, teaching and learning, assessment and best practice	✓	
A proven track record in rapid school improvement in challenging schools	✓	
Sound understanding of the wider educational system and how successful schools continually improve	✓	
A deep understanding of evidence-informed school improvement design and implementation	✓	
Knowledge of data and school outcomes/progress measures including all performance indicators at all key stages	✓	
Evidence of the ability to build effective leadership functions	✓	
Knowledge of appraisal and understanding of setting challenging and rigorous performance targets	✓	
Evidence of robust performance management of others that has resulted in improvement in standards and building leadership capacity	✓	
A clear understanding of the current educational landscape, including issues specifically relating to academies, safeguarding and Ofsted	✓	
An understanding of the Catholic Schools Inspectorate inspection process	✓	
<b>E Professional Competencies</b>	<b>Essential</b>	<b>Desirable</b>
Evidence of maintaining positive relationships with headteachers, governors, parents, local parishes and with other individuals and agencies	✓	
To think analytically, making informed use of inspection, benchmarking and research findings	✓	
To be able to investigate problems, evaluate options, identify solutions, make and implement plans and monitor outcomes	✓	
To be able to evaluate and assess school improvement plans/ inspection dashboards and use Analyse School Performance (ASP) data effectively	✓	
To be able to lead a range of school improvement strategies including how to tackle underperformance via intervention and prevent failure in schools via early warning indicators	✓	
Well-developed written and oral presentation skills	✓	
To manage, motivate and develop individuals and teams to achieve high standards of performance	✓	
To manage conflict effectively	✓	
<b>F Personal Attributes</b>	<b>Essential</b>	<b>Desirable</b>
To command credibility and respect from all members of school communities	✓	
To have emotional resilience	✓	



To have the ability to self-evaluate and reflect	✓	
Able to adapt to changing circumstances and new ideas	✓	
To be an inspiring role model for staff and pupils and for present and future Catholic leaders	✓	
Empathy with children of all ages	✓	
<b>G Safeguarding</b>	<b>Essential</b>	<b>Desirable</b>
Understanding of responsibilities of the CMAT and schools in ensuring compliance with all relevant legislation	✓	

### Special Requirements:

Full driving licence and use of car is essential for the duration of employment. There is an absolute expectation that the successful candidate will be able to travel between the office and schools by car.