**PERSON SPECIFICATION: DIRECTOR OF EDUCATION**

**CREATING TOMORROW TRUST**

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| **QUALIFICATIONS AND EXPERIENCE** |
| **Essential** |  | * Qualified Teacher Status and National Professional Qualification for Headship
* At least 4 years’ relevant experience at Headteacher and/or senior leadership level with significant successful school improvement experience
* Substantial successful teaching experience
* Knowledge, experience and capability to become an Ofsted inspector or equivalent i.e. National Leader in Education (NLE), School Improvement Advisor
* Thorough knowledge and understanding of special school, alternative provision and SEND in mainstream schools and all phases of education
* Experience of appraising the work of others
* Successful development of strategic vision and stakeholder engagement
* Proven record of planning and delivering successful CPD to teaching and non-teaching staff at all levels leading to improvement across a number of schools
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| **Desirable** |  | * Other professional qualifications (Including NPQEL, MA, PhD)
* A current practicing Ofsted inspector of schools, or in the process of becoming an inspector
* Experience of managing and/or advising on school improvement across multiple institutions
* Experience of securing and linking financial and educational viability for schools
* Experience of school and trust governorship
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| **KNOWLEDGE AND ABILITIES** |
| **Essential** |  | * The ability to inspire trust and confidence within the whole school / college community and all stakeholders
* The ability to collaborate and network with other leaders within creating Tomorrow Trust in order to build and maintain a high performing learning community
* Clear understanding of effective leadership principles and strategies and developing these in others
* Wide, up to date knowledge of the primary and secondary SEND curriculum and of effective teaching methods and strategies
* Thorough knowledge of current statutory frameworks
* Up to date knowledge of assessment and tracking
* Extensive understanding of school improvement strategies
* Knowledge of current educational legislation and initiatives
* The ability to think strategically and plan for the future
* The ability to problem solve and forecast using ‘cause and effect’ analysis
* The ability to drive and manage change efficiently
* A commitment to setting and securing high expectations that lead to high achievement for all
* The ability to challenge and successfully address underperformance
* The ability to motivate and manage members of staff with different skills and experience and to delegate appropriately
* Excellent communication skills at all levels and with different stakeholders:
	+ the ability to present orally with clarity and authority
	+ the ability to give and receive constructive feedback in an effective manner
* The ability to make clear decisions and communicate them effectively
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| **Desirable** |  | * Wide, up to date knowledge of FE SEND curriculum and of effective teaching methods and strategies
* An understanding of how ICT can be used to improve and enhance the curriculum
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