**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 | |
| **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 | |
| **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 |
| **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 |