



## Primary Director – Person Specification

### Reporting to: CEO

#### Essential

Skills, Qualities and Abilities: You will be able to

- Communicate effectively, orally and in writing to a wide range of audiences
- Inspire, lead and manage staff and students to be the best they can be
- Think and plan strategically
- Implement, monitor and evaluate school improvement plans
- Demonstrate a deep understanding of performance management/ appraisal in schools
- Understand financial and budgetary responsibilities and processes
- Understand and support the vision and ethos of the Trust
- Access, analyse and interpret information and prioritise tasks effectively
- Effectively monitor the performance of people and policies
- Build and maintain excellent relationships
- Remain positive and enthusiastic when working under pressure
- Deliver strategies for ensuring inclusion, diversity and access
- Be an outstanding ambassador for the MAT
- Understand the process of staff recruitment, retention, safeguarding and induction relating to all leadership, teaching and support staff roles
- Promote strong collaboration between MAT, schools and their communities

#### Knowledge and Experience

- Proven experience of successful headship and OfSTED inspection
- High expectations of educational outcomes
- Knowledge of the legal and statutory responsibilities of headship
- Knowledge of the National Curriculum and developments and initiatives in education
- An impressive leadership record with proven experience of outstanding educational outcomes

#### Other

- Qualified teacher status
- Evidence of significant and continuing professional development
- Positive and supportive references

#### Desirable

- System leadership experience beyond your current setting
- Experience of the SIAMS inspection framework
- NPQH/ NPQEL
- Experience of working with external agencies, other schools and community partners
- Postgraduate qualification(s)