

Person Specification - Education Director

The successful candidate will be suitably qualified with a breadth of relevant experience and capable of inspiring trust and confidence across a diverse range of students, staff and parents.

Category	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ➤ Degree ➤ QTS ➤ Recent and relevant leadership development training ➤ Demonstration of commitment to on-going professional development 	<ul style="list-style-type: none"> ➤ Masters or higher-level qualification
Knowledge, understanding and skills	<ul style="list-style-type: none"> ➤ Excellent knowledge of primary/secondary/sixth form education ➤ Knowledge and understanding of a wide range of school improvement strategies ➤ Expert in thinking and planning strategically and creatively ➤ Keen understanding of all relevant data; ability to analyse forensically and use analysis to inform improvement planning ➤ Strong knowledge and understanding of external assessment/examination and reporting measures ➤ Understanding of, and ability to implement rigorous self-evaluation ➤ Ability to hold leaders stringently to account for their performance 	<ul style="list-style-type: none"> ➤ A good reputation in the relevant field
Experience	<ul style="list-style-type: none"> ➤ Track record of successfully leading school or college improvement as demonstrated by Ofsted judgments and/or student outcomes over time in 2 or more schools or colleges ➤ Effective action planning and delivery of a range of programmes to raise achievement ➤ Successful leadership of a school or college through inspection/external scrutiny processes ➤ Effective development of teams and leaders with impact on standards ➤ Work in challenging education environments which has affected rapid progress ➤ Successful challenge of underperforming colleagues ➤ Leadership of innovation/change management with evidence of positive impact ➤ Leadership of improvement in quality of TLA ➤ Work with a range of external agencies to accelerate improvement 	<ul style="list-style-type: none"> ➤ Work in inspection as OI or HMI ➤ Work leading or supporting multiple schools in order to deliver measured improvement, possibly as an NLE or LLE
Interpersonal and	<ul style="list-style-type: none"> ➤ Excellent written and oral interpersonal skills 	

communication skills	<ul style="list-style-type: none"> ➤ Able to present engagingly to a variety of audiences in a range of settings with confidence, accuracy and emotional literacy ➤ Self-reflective, and honest ➤ Awareness of the importance of regular and transparent communication with colleagues; able to challenge and hold to account with 'radical candour' ➤ Able to produce high-quality, concise and accurate written reports 	
Personal qualities and attributes	<ul style="list-style-type: none"> ➤ Hold and articulate clear values and strong moral purpose that aligns to our Summit values ➤ Demonstrate optimistic behaviour, positive relationships and attitudes towards all members of our Summit Learning Trust community ➤ Lead by example with creativity, integrity, resilience and clarity ➤ Highly organised with excellent time management skills ➤ Approachable and sensitive to the needs of others ➤ Develop and sustain wide current knowledge and understanding of education and school systems locally, nationally and globally, and pursue personal development ➤ Work with political and financial astuteness, within a clear set of principles centred on our Summit vision, mission and values, ably translating local and national policy into our Trust's context ➤ Entirely committed to safeguarding and promoting the welfare of all children and young people in our Trust 	