

## Executive Headteacher Person Specification

		Essential/ Desirable	Application Form	Interview	Task/ presentation
Qualifications	Appropriate degree qualification	E	✓		
	NPQH or further professional qualification	D	✓		
	QTS or equivalent	E	✓		
Skills, knowledge and experience	Proven leadership and management experience and expertise at senior management level in an educational setting for a substantial period of time	E	✓	✓	✓
	Ability to challenge, influence and motivate others to attain high standards with evidence of impact	E	✓	✓	✓
	Experience of planning for and leading whole school improvement with evidence of impact	E	✓	✓	✓
	Record of successfully implementing initiatives to raise standards	E	✓	✓	✓
	Effective interpersonal, communication and presentation skills, both written and oral, including IT skills	E	✓	✓	✓
	Ability to manage time well and work under pressure to meet deadlines	E	✓	✓	✓
	Ability to prioritise, delegate and share leadership and to accept support from others including colleagues	E	✓	✓	



	Experience of working in partnership with colleagues from other agencies to improve outcomes for pupils	D	✓	✓	
	Successful experience of creating and maintaining effective partnerships with parents, carers and the community	E	✓	✓	
	Understanding of and strong commitment to safeguarding, child protection, inclusion and equality for all	E	✓	✓	
	In depth understanding of Ofsted	D	✓	✓	
Teaching and learning	Ability to model excellence in teaching and the ability to lead, manage and motivate others to raise standards	E	✓	✓	✓
	Understanding of the principles of effective teaching and learning and the ability to both promote and apply a culture of learning	E	✓	✓	✓
	Successful experience of monitoring, evaluating and pursuing excellence in teaching and learning and holding staff to account	E	✓	✓	
	Ability to create and maintain an environment which promotes positive behaviour, equality for all, social inclusion, and that celebrates success	E	✓	✓	
	Understanding of the role and impact of relevant assessment of pupils' learning	E	✓	✓	
	A proven track record in achieving the highest standards of attainment and robust monitoring of progress for all groups of pupils	E	✓	✓	



	Experience in leading curriculum development to ensure the curriculum meets the needs of all pupils and prepares them for the next stage in their life	E	✓	✓	
Systems and processes	Ability to use relevant systems to collect and analyse data on pupil progress and performance to raise standards	E	✓	✓	
The self-improving service	A commitment to developing the Schools vision within the overall ethos and values of the Trust	E	✓	✓	
	Evidence of leading and managing quality assured professional development activities that has led to effective change management	E	✓	✓	