

PERSON SPECIFICATION

Executive Headteacher at Ribblesdale Federation

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range	x	
Experience working in a small primary school setting and/or Federation		x
Thorough knowledge of the National Curriculum	x	
Demonstrable experience of senior leadership in education at Headteacher or Deputy level with experience across the whole range of duties and responsibilities	x	
A good understanding of the needs and requirements of a CofE school	x	
Experience in/willingness to engage in promoting and modelling the Christian values that underpin the Church of England Foundation of a VA School and working in partnership with Diocesan colleagues.	x	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;

Key Competencies	Essential on appointment	Desirable on appointment
Passionate commitment to education	x	
Resilience	x	
Clarity of vision and the ability to develop and implement strategies to deliver vision	x	
Setting and achieving challenging goals and targets and holding others to account	x	
Model Federation values in leadership, high expectations of self and accepts individual accountability	x	
Influencing	x	
Building effective teams and embracing all staff	x	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x

