



Person Specification – Early Years Leader

Key - MOA= Method of Assessment, A= Application, I= Interview and assessment, R = Reference

Education/training/qualifications	Essential	Desirable
Honours degree	*	
Qualified Teacher Status	*	
Completed or in the process of completing the NPQML/SL		*
Demonstrable commitment to continued professional and personal development	*	
Successfully undertaken 'safer recruitment' training		*

Experience	Essential	Desirable	MOA
It is expected that the candidate will have:			
Been recognised as an outstanding teacher themselves	*		I/R
Extensive experience of teaching within EYFS	*		I/R
Knowledge of ITT/ECT Induction programmes / statutory requirements		*	I/R
Experience of developing and delivering programmes of CPD		*	I/R
Been successful in leading improvements in the quality of teaching and learning in school	*		I/R
Experience of working with educational partners to develop / shape 'best practice' in the classroom		*	I/R
Helped develop a strong learning environment in a school both for children and staff	*		I/R
Worked closely with parents to engage them in the children's learning		*	I/R
Worked with the wider community to maximise the opportunities they bring to the school		*	I/R
Worked with other senior leaders beyond their own school to improve quality across a range of schools		*	I/R

Knowledge and Understanding	Essential	Desirable	MOA
The candidate will be expected to demonstrate knowledge and understanding of:			
How to create and embed an inspirational ethos and culture within a school		*	I/R
How effective communication achieved the intended outcome	*		I/R
How to interpret data and implement action plans	*		I/R
What outstanding teaching and learning looks like and how this can be achieved	*		I/R
How to influence people and lead change	*		I/R
Quality Assurance / Self Evaluation and the Appraisal process		*	I/R
How to drive forward school/Academy improvement so priorities are addressed and gaps in attainment are closed for all children including the most vulnerable	*		I/R
How to establish an outstanding, engaging learning environment	*		I/R
How to develop a culture of professional learning and development for staff within and beyond	*		I/R
How to use knowledge of Safeguarding requirements to make sure every child is safe	*		I/R

Behaviours	Essential	Desirable	MOA
It would be expected that the candidate will be able to demonstrate:			
Self-Awareness – <i>Is reflective, tactful and emotionally intelligent</i>	*		I/R
Integrity – <i>Is honest, fair, transparent and principled</i>	*		I/R
Positivity – <i>Is optimistic, hopeful, confident, solution driven and resilient</i>	*		I/R
Personal Drive – <i>Is Innovative, self-motivated, energetic and ambitious</i>	*		I/R
Alignment – <i>Is dedicated, loyal and committed to the organisation</i>	*		I/R
Responsibility – <i>Is dependable, organised, flexible and accountable</i>	*		I/R
Strong Relationships – <i>Is respectful, a good listener, authentic</i>	*		I/R

Collaboration – <i>Is supportive, inclusive and a coherent team player</i>	*		I/R
Ability to Hold Others to Account - <i>Challenges, supports, provides clarity and consistency</i>	*		I/R
Impact and Influence – <i>Is persuasive, compelling, relentless, credible and adds value</i>	*		I/R
The ability to Inspire – <i>Is enthusiastic, energised and champions others</i>	*		I/R
Development of others - <i>Empowers, enables, provides support and challenges others</i>	*		I/R

Other Requirements	Essential	Desirable	MOA
A good attendance record in current employment (Not including absences due to disability)	*		I/R
Satisfactory enhanced disclosure and barring service with lists check	*		I/R