

<b>Head of Destinations and Distinctive Education</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Education and Qualifications</b>		
Honours degree or equivalent	✓	
Qualified teacher status	✓	
Evidence of commitment to continuing professional development	✓	
<b>Professional Experience and Knowledge</b>		
Successful teaching and curriculum experience	✓	
Proven experience in educational leadership, with a focus on curriculum development, student progression, and enrichment programs	✓	
Experience in building partnerships with external organizations, such as universities, apprenticeship providers, and employers, to enhance student opportunities.		✓
Strong knowledge of careers education, information, advice, and guidance (CEIAG) best practices, including familiarity with statutory requirements and frameworks like the Gatsby Benchmarks.	✓	
Ability to analyse and interpret educational data to inform strategic decisions and measure impact.	✓	
Proven track record of improving curriculum quality and raising achievement, particularly for disadvantaged pupils and those with SEND.	✓	
Experience in leading large-scale curriculum and teaching improvement initiatives at a multi-school level.	✓	
Strong leadership, coaching, and team management skills, with experience in developing leaders.	✓	
Ability to analyse and use data, research, and stakeholder feedback to inform curriculum and teaching decisions.	✓	
Experience of working in collaboration other educational bodies and the wider community to develop positive relationships		✓
Knowledge of key considerations in effective management and deployment of people and other resources	✓	
In-depth knowledge and experience of Child Protection and Safeguarding procedures	✓	
<b>Skills</b>		
Ability to lead change across multiple schools	✓	
Ability to communicate effectively orally and in writing to a range of audiences	✓	
Ability to use data, research and stakeholder feedback to drive curriculum and teaching improvements.	✓	
Ability to think creatively to an anticipate and solve problems	✓	
Ability to formulate a vision and strategy for the school and secure commitment to it from others	✓	
Ability to drive for improvements and challenging underperformance	✓	

Ability to establish and sustain appropriate structures and systems and monitor them	✓	
Innovative and solution focussed	✓	
Ability to motivate, challenge and influence others to attain higher goals	✓	
Ability to develop and empower individuals and teams	✓	
Ability to use new and emerging technologies to support improvement		✓

<b>Personal Qualities</b>	<b>Essential</b>	<b>Desirable</b>
Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Demonstrate respect and empathy towards others	✓	
Resilience, perseverance and optimism in the face of difficulties and challenges	✓	
Ability to be consistently decisive and focused on solutions	✓	
Commitment and dedication to social justice, equality and excellence	✓	
Capacity to be flexible, adaptable and creative	✓	
Committed to CPD of self and others within the school	✓	
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	✓	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the Staff Code of Conduct	✓	
<b>Equal opportunities</b>		
Candidates must demonstrate an awareness and understanding of equal opportunities	✓	
<b>Safeguarding</b>		
GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under-represented groups including this based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.	✓	