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| **Person Specification**  |
| **Qualifications and Training** | **E** | **D** |
| Qualified teacher status | a |  |
| Good honours graduate | a |  |
| Master’s Degree or equivalent |  | a |
| A commitment to professional development | a |  |
| Completion of further study in preparation for leadership (for example, NPQML, NPQSL, NPQH) |  | a |
| **Commitment to Safeguarding** | **E** | **D** |
| Motivation to work with children and young people | a |  |
| Commitment to, and belief in, the equal value of all students  |  a |  |
| Ability to form and maintain appropriate relationships and personal boundaries with children and young people | a |  |
| Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline | a |  |
| **Teaching and Learning**  | **E** | **D** |
| Proven track record of outstanding teaching and outstanding progress / results | a |  |
| Ability to raise self-esteem and expectation of children and young people  | a |  |
| Proven track record of raising academic standards against targets and national benchmarks | a |  |
| **Leadership Experience**  | E |  |
| Proven track record of successful leadership at a senior level  | a |  |
| Experience of undertaking effective self-evaluation strategies, including data analysis, lesson observation, scrutiny of students’ work and stakeholder consultation | a |  |
| Experience of contributing to the formulation of and monitoring of an Academy Improvement Plan and SEF | a |  |
| Experience of leading whole school projects / initiatives | a |  |
| Proven track record of improving teaching performance through performance management, classroom observation, coaching and training | a |  |
| **Leadership and Interpersonal Skills**  |  |  |
| Ability to lead, provide vision and command respect | a |  |
| Outstanding interpersonal skills with the ability to communicate and relate well to all stakeholders | a |  |
| A commanding presence that inspires, motivates and challenges others to be the best they can be  | a |  |
| Reliability and integrity | a |  |
| Evidence of working effectively under pressure and showing resilience  | a |  |
| Outstanding problem-solving skills and adaptability to change and new ideas | a |  |
| Outstanding ICT skills | a |  |
| Outstanding attention to detail: a finisher! | a |  |
| High level of oral and written communication skills | a |  |
| Outstanding time management and organisational skills | a |  |
| A team player | a |  |
| Ability to be reflective and self-critical | a |  |
| **Other Duties** - The duties and responsibilities in this job description are not restrictive and the post-holder may be required to undertake any other duties which may be required from time to time. Any such duties should not however substantially change the general character of the post. |