

The following outlines the key skills and experiences required for this position.

The selection panel will assess each candidate against the criteria listed below, expecting candidates to demonstrate knowledge and understanding of each area and to show evidence of having applied (or awareness of how to apply) this knowledge and understanding in the school context. You should refer to these requirements when completing your application. Short-listed candidates will be involved in a variety of activities directly related to the Person Specification that will form an evidence base.

The panel will use the following assessments tools:

- Application form
- Interview/assessment activities
- References and other employment checks

#### **QUALIFICATIONS / EXPERIENCE**

Degree or equivalent

Teaching qualification / Qualified Teacher Status

Recent and relevant senior leadership development / training e.g. NQPH, MA/Further study

Significant senior leadership experience in a specialist or mainstream setting which provides for pupils with a range of SEND and complex needs.

Proven record of significant senior leadership achievement in improving educational outcomes for pupils with SEND

Experience of effectively implementing school improvement strategies

#### **ASSESSED BY**

Application  
Form /  
Interview/ refs

Experience of strategic financial and resource management ensuring efficiency, value for money and support for positive educational outcomes

Experience of managing the performance of staff

Understanding of the benefits of collaborative leadership and a commitment to work in this way

A deep understanding of Safeguarding within the context of a specialist setting

**PROFESSIONAL KNOWLEDGE AND SKILLS**

Outstanding leadership skills

Strategic management, resource management, development planning, personnel management and financial management skills

Effective Collaborative skills

Ability to work productively with Executive Head, other academy leaders and trustees

Ability to interpret, analyse and use data effectively

Knowledge of current educational issues and developments including national policies, priorities and legislation that relate to SEND

Well-developed interpersonal and communication skills (including written, oral and presentation)

Effective ICT skills

Application  
Form /  
Interview/ Refs

**PERSONAL QUALITIES**

An unrelenting passion for education and for providing pupils with SEND with the best possible life chances

Ability to develop and maintain excellent relationships with staff, parents, students, trustees and the wider community

Excellent communication skills

Ability to deal sensitively with people and achieve positive outcomes

To be able to work under pressure and to meet tight deadlines and to lead others to do the same.

Adaptable to changing circumstances and new ideas

Ability to solve problems and demonstrate clear understanding of the change process

Approachable, reliable, have positive presence that is highly visible to students, parents/carers and the wider community

Values diversity and the unique contribution that every individual makes to the learning community

Tenacity, Resilience and Humility

Interview