

PERSON SPECIFICATION

Headteacher – Excelsior Academy

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Qualified Teacher Status	X		Application
Good Honours Degree	X		
Evidence of recent relevant professional development at senior leadership level	X		
Evidence of recent relevant professional development and training in areas of school improvement	X		
NPQH (or equivalent)	X		
Commitment to further develop own professional knowledge and skills	X		
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Substantial experience as a Headteacher or senior leader in a secondary school setting	X		Application

with a track record of securing clear improvements within your areas of responsibility			Interview Task
Understanding of the requirements of successful primary and post-16 provision	X		
Experience of managing budgets and financial planning at a whole-school level	X		
Has raised standards of behaviour by establishing a curriculum for behaviour, raising expectations through clear communication, effective organisation and high-quality staff training	X		
Experience of conducting rigorous and triangulated self-evaluation activity, including learner performance data, to support, monitor, evaluate and raise standards in all aspects of provision	X		
Proven track record of implementing school improvement strategies that have significantly raised student academic and wider outcomes over time	X		
Wide ranging experience of developing cohesive teams, advancing talent and successful performance management	X		
Knowledge of the Ofsted inspection framework in a leadership and management role	X		
Track record of developing and sustaining a culture of inclusion, particularly for pupils with SEND, EAL and other vulnerable groups	X		
Thorough knowledge of current education legislation, statutory guidance, and frameworks (including SEND Code of Practice, safeguarding, and equality legislation)	X		
Experience of working effectively with governors/trustees, local authorities, and external partners	X		

Skills	Essential	Desirable	How Identified
Able to communicate a clear vision so that others are inspired to embrace it and to challenge appropriately	X		Application Interview Task
Evidence of an ability to plan strategically, build and communicate a coherent vision in a range of compelling ways	X		
Able to provide effective and inspirational leadership that inspires confidence and motivates teams to work towards a common goal	X		
Able to use data to establish areas for action, pinpoint concerns and drive evaluation	X		
Able to prioritise and organise the demands of being a LST Leader and being able to delegate effectively	X		
Demonstrate excellent interpersonal and communication skills, both written and oral, to a range of audiences	X		
Ability to lead the celebration of diversity and the promotion of social cohesion	X		
Ability to harness digital technologies to enhance teaching, learning, and inclusion.	X		
Awareness of emerging technologies (AI, adaptive learning platforms, digital curriculum resources) and how these can support personalised learning.		X	
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application

Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	X		Interview Task
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