Person Specification

Headteacher: New Park Primary Academy

Criteria	Essential	Desirable
Qualifications		
Educated to at least Degree level	E	
Strong A Levels or equivalent	E	
Qualified to teach and work in the UK	E	
Full drivers' licence and access to transport	E	
Masters/postgraduate degree in a relevant subject e.g., education or leadership		D
Experience		
Successful senior leadership experience at Headteacher/Deputy Headteacher level within a Primary school setting resulting in sustained improvement in provision	E	
Experience of working and leading in a range of school settings	E	
Understanding of the demands of, and be able to articulate how schools can successfully deliver remarkable education	E	
Leading a culture where every child feels safe, and no child is left behind	E	
A record of implementing sustainable change programmes to raise standards in the quality of education, resulting in improved outcomes for young people	E	
Developing a strong team culture with all staff colleagues to engender a positive 'can do' work ethos	E	
Working with, and developing positive relationships with all stakeholders, sponsors, or businesses	E	
Experience of analysing, interpreting, and using a wide range of data to inform decision-making	E	

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Experience of leading a successful EYFS provision		D
Experience of working in both the commercial and public sectors		D
Leadership Knowledge and Skills		
Genuine passion and belief in the potential of every child	E	
Effective leadership approach that encourages participation, innovation, and confidence	E	
An ability to motivate colleagues and develop the leadership skills of others	E	
An ability to lead, coach and mentor staff within a robust performance management framework, including professional development and effective management of underperformance	E	
Takes personal responsibility for all their actions	E	
The confidence to challenge opposing views by presenting robust arguments and reasons for the contrary view	E	
An ability to identify external commercial opportunities and sponsorships to develop the school profile and financial stability		D
Sound levels of commercial and education sector awareness		D
Personal Qualities		
Presence, energy, and impact	E	
Professional and exemplary character necessary to be the ambassador for the school	E	
Committed to continuous school improvement	E	
Committed to the well-being of the whole school community	E	
Excellent analytical and critical thinking skills	E	
Excellent time management and organisational skills and the ability to delegate	E	

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A pragmatic, action-orientated and outcome-focused approach	E	
Highly committed to contributing to the wider school and its community	E	
Capable of handling a demanding workload and able to successfully prioritise workload and that of the senior leadership team	E	
Willingness to work flexible hours	E	
Other Requirements		
Share the NSAT mission, vision, values, and beliefs	E	
Committed to promoting inclusion, celebrating diversity, and achieving equity and equality for all	E	
Committed to collective efficacy and our belief that partnership-working accelerates improvement in strategic priorities	E	
Enhanced DBS clearance essential prior to taking up the post	E	

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