



DIOCESE OF SOUTHWELL  
& NOTTINGHAM  
MULTI ACADEMY TRUST

## PERSON SPECIFICATION

**Post Title:** Headteacher  
**Responsible To:** Chief Executive Officer and SNMAT Board of Directors

The right hand column explains whether the item is essential (E) or desirable (D). The middle column outlines how this will be assessed; application (A), Interview (I), Test (T), reference (R)

<b>Qualifications:</b>		
DfE Recognised QTS or equivalent	A	E
Evidence of recent continued professional development	A, I	E
NPQH or previous Headship experience	A	D
Graduate Qualification	A	E
Post Graduate Qualification	A	D
<b>Experience:</b>		
Proven track record as an exceptional teacher	A	E
Significant experience as a Headteacher or Deputy/Assistant Headteacher	A	D
A recent member of a senior leadership team	A	D
Proven record of successful leadership and ability to generate and share a coherent and ambitious vision for a church school	A, I, R	D
Successful experience of raising achievement	A, I, R	E
Working with and engaging external partners	A, I, R	D
Planning, determining and organising major curriculum areas	A, I, T	E
<b>Knowledge and Understanding:</b>		
Safeguarding children & young people	A, I	E
What constitutes a good/outstanding academy	I, T	D
The process of strategic planning and self evaluation	A, I, T	E
Ways to communicate a shared vision	I	D
Compare data and performance indicators	I, T	E
National framework and current legislation for educational initiatives	A, I	E
Roles and responsibilities for CEO, MAT, Local Governing Body, Diocese, ESFA and DfE	I	D
Legal issues relevant to school management	I	D
<b>Personal and Professional Qualities:</b>		
Commitment to safeguard children and young people	I	E
Strong personal motivation and drive to develop and motivate teams	I, R	E
The ability to actively promote and develop the Christian ethos of the school	A, I	E
Ability to be analytical, problem solve and make informed judgements	I, R	E
Excellent communication skills internally and externally to the work environment	I, R	E
The ability to understand and appreciate the academy's strengths and further develop them	I	E
The ability to form and maintain appropriate partnership and effective links with parents, careers, the church and the wider community	I, R	E
To be a practicing Christian.	I	D