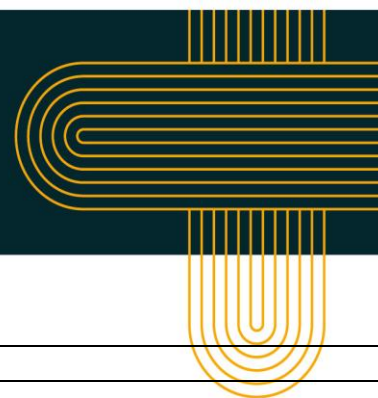




Job Description

Post Title:	Partnership Director: Primary
Location:	Leeds
Scale (FTE)	Leadership Point L21 - L25

The GORSE Academies Trust wishes to recruit a new Partnership Director: Primary to work directly with our newly appointed Executive Principal: Primary, the wider Partnership Director Team, the Senior Partnership Director and our Executive Team. The successful candidate will play an integral role in the ongoing development of our trust, bringing vision, enthusiasm and a commitment to enhancing the educational provision for all pupils in our primary settings especially those whose lives are characterised by privation.

The Partnership Director: Primary's remit is to work in close partnership with the Executive Principal: Primary to ensure that our primary schools are places in which children thrive as a consequence of great leadership and high levels of professional effectiveness. We are determined to ensure that all our primary aged children are prepared superbly for the next stages in their lives, are ambitious for the future, look forward to their time with us in school and are excited about their learning. In order to achieve this the successful postholder will have well established expertise in all aspects of primary education. Strong knowledge in Early Years and Foundation Stage and Special Educational Needs will be very important in this role along with a detailed understanding of how to expertly develop children's confidence and ability in English, including phonics, and mathematics. Wider expertise across the whole of the primary curriculum will also be of great importance in successfully fulfilling this role.

It is essential the successful candidate is highly experienced and already operating at a senior level. The successful applicant will demonstrate the ability to initiate and manage positive change and will have a strong track record of performance and impact. They will value professional development, have a wide range of knowledge of all aspects of education and have evidence of expertise in supporting the development of other colleagues.

The successful candidate will report directly to the Executive Principal: Primary in the first instance and work in close liaison with the Senior Partnership Director.

The role of Partnership Director is of critical importance within the trust as we strive for outstanding practice in every aspect of our work. The remit of the successful candidate will:

- Ensure that all leaders and key practitioners are kept up-to-date regarding all mandatory and statutory guidance in relation to their agreed remit;
- Provide highly visible leadership across the organisation, and to promote and role-model the trust's distinctive vision and values;
- Provide strong and effective leadership to achieve the highest levels of performance and ensure a culture of continuous improvement built upon our values of diligence, integrity, rectitude and kindness;
- To work in collaboration with the Partnership Director team;
- To assist the Executive Team and other key leaders in meeting the demands of all regulators (Ofsted, HSE, etc.), responding to changing legislation, new policy initiatives and changing practice;

GORSE

- To model high ambition for staff, children, young people, governors and all involved with the trust, its academies and communities;
- To positively impact and model all aspects of teaching and learning and standards across the trust, setting high professional standards and ensuring the educational vision is understood and embraced by all stakeholders;
- To assist the Executive Team and other key leaders in ensuring that GORSE Code is embraced by all and the associated practice is exceptional.
- To be aware of the need for curriculum-led financial planning and in doing so, set high professional standards and ensure concepts of sustainability and affordability are understood and embraced;
- To champion the progress of all vulnerable groups;
- To foster a collaborative trust with strong internal relationships where best practice can be shared and harnessed for the good of all children and young people;
- To assist the Executive team in taking efficient action with academies causing concern leading to rapid improvement;
- To act as a point of reference and expertise regarding educational practice.;
- To represent The GORSE Academies Trust to key external stakeholders where appropriate;
- To work closely with a range of professionals on the development of expertise in teaching;
- To lead cross-phase Partnership Meetings where appropriate;
- To promote and develop a culture whereby the distinctiveness of our trust is reflected in verbal and non-verbal communication to a range of audiences;
- To ensure that there are clear lines of communication across the trust and with external stakeholders so that key messages are clearly communicated to all as appropriate;

In addition, the successful colleague will contribute to the effective working of the trust through their collaboration with other trust colleagues and will attend relevant meetings. Furthermore, they will undertake additional work that is deemed appropriate by the Executive Principal: Primary above that which is captured in this document.

Where appropriate the successful candidate will teach where that deployment is considered best used. The frequency and duration of this will be agreed depending on the needs of GORSE and the Partnership Director's remit. It is important that successful candidate recognises the importance of being flexible, on a day-to-day basis, regarding their role; the successful candidate will need to use their initiative in managing their diary in order to fulfil the current priorities aligned to the needs of the trust.

This is an exciting opportunity for a dedicated colleague to work in close partnership with the Executive Team and wider central trust team at a crucial point in its development. If you are committed to improving outcomes for pupils, have a strong track record in delivering improvements in schools, can demonstrate the positive impact you have had on all stakeholders including members of staff and governors, and are inspired by the prospect of contributing to the development of a highly successful trust, we welcome your application.

Within GORSE we believe that every child has the right to enjoy an education that gives them the best opportunity to succeed and prosper. We know that this takes great professionals, hard work and attention to detail. Everyone within our trust is fully committed to learning and the achievement of all children including those whose lives are characterised by privation. Our ethos is to be innovative in order to improve, to develop resilience in order to face challenges, and to strive for excellence in everything we do.

The GORSE Academies Trust has grown steadily as a multi academy trust. Our focus is upon the Leeds city region and it is exceptionally important to us that our professionals and children are able to work closely on a range of exciting initiatives.

We are looking for a leader who:

- Places children at the heart of everything they do;

- Has been an inspiring leader with a proven track record in securing strong performance and school improvement;
- Can successfully lead change;
- Is able to prioritise and delegate effectively;
- Has experience in managing the performance of staff and cultivating highly-motivated teams and who recognises and rewards excellent practice;
- Is an excellent communicator, is personable, caring and passionate with high expectations of themselves and others;
- Is committed to their own continuing professional development and providing skilled mentoring and coaching to other potential future leaders;
- Will command the respect of all key stakeholders regarding the leadership of all aspects of our work;
- Is able to model excellence in the classroom.

PERSON SPECIFICATION

Criteria	Essential/ Desirable
Qualifications	E/D
• Qualified Teacher Status	E
• Evidence of CPD in teacher development	E
• A UK valid driving licence	E
• A relevant degree and other post-graduate qualifications	D
• A relevant NPQ qualification	D
Knowledge and Skills	E/D
• Knowledge of education legislation, policy, key primary performance measures and the current agenda for raising school achievement	E
• Knowledge of developing and delivering strategies resulting in improved standards in Teaching and Learning	E
• Knowledge of key aspects related to securing stronger foundations in the first years of school	E
• Knowledge of system led approaches	E
• Thorough and up to date understanding of Ofsted inspection requirements	E
• Evidence of expertise in EYFS and SEND	E
• Further evidence of expertise in the teaching of English, including phonics, and mathematics in the primary phase	E
• Strong knowledge and understanding of the wider primary curriculum	E
• Exemplary standards of personal integrity, behaviour, professionalism, discretion and confidentiality	E
• Commitment to safeguarding, and the welfare of children and young people	E
• Sets, maintains and actively promotes high standards of professional competence in all leaders and staff employed by the trust	E
• Good decision making skills; the ability to identify and implement solutions to complex problems	E
• Excellent interpersonal and communication skills	E
• Evidence of excellent leadership skills and professional qualities	E
• Ability to use own strengths and expertise to advise and support others	E
• Effective time management and prioritisation skills	E
• Excellent team working skills	E
• Willingness to undertake CPD and training	E
• Calm under fire	E

• Evidence of successfully achieving physical, logistical and cultural change with a track record of achieving positive planned outcomes.	D
• Educational funding in the public sector.	D
• Quality and standards – requirements and targets.	D
• The effective use of information and learning technologies in a complex organisation.	D
• Operates as an effective ambassador for the trust.	D
• Motivates, inspires and influences a large and diverse workforce by example and persuasion.	D
• Projects a positive image of the trust through personal, written and oral skills.	D
• Recognises, develops and effectively promotes new opportunities for the trust	D
Experience	E/D
• Experience of leadership and management	E
• Experience of providing professional advice and guidance, providing effective feedback	E
• Experience of developing and delivering strategic responsibilities using key performance indicators	E
• Experience of managing change	E
• Experience of leading staff and performance management	E
• Knowledge of: Education policy from 3 - 19.	D
Personal Qualities	
• A strong inspirational leader who has the robustness, the commitment, and tenacity required to meet the needs of this demanding post.	E
• Excellent communication and interpersonal skills.	E
• A commitment to the trust's mission and values and to meeting the needs of pupils, employers and communities that the trust serves.	E
• Inspires people to think and act differently and to challenge established ways of doing things combined with the authority and commitment that inspires trust and confidence.	E
• Leads, motivates, challenges and develops the performance of a team and to ensure that other leaders do the same.	E
• Drive, resilience and a natural desire to work collaboratively.	E
• Commitment to inclusion, equality and diversity in all activities.	E
Other Conditions	E/D
• Enhanced DBS Clearance.	E
Continuous Professional Development	E/D
• Evidence of commitment to Continuing Professional Development.	E

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa.

Please note that, as a sponsor licence holder, we only provide sponsorship for teacher vacancies.