

**School Improvement Officer Person Specification**

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|  | **Essential** | **Desirable** | **Evidence** |
| **Education and qualifications**  | * Degree or equivalent with Qualified Teaching Status
* Evidence of recent relevant professional development
 | * Further professional qualifications relevant to the post eg NPQSL, MAST, SLE, Evidence leads
 | * Application Form
* Supporting letter of application
* Interview
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| **Experience** | * Substantial and successful teaching experience across the primary age range
* Senior leadership experience (5 or more years)
* Evidence of delivering impactful professional development
* Experience of successful school to school support - SLE
* Experience of working with wider networks eg TSH, ITT providers, Research Schools, curriculum hubs
* Significant experience of monitoring and the development of teaching and learning
* Ability to think clearly and to make decisions based on the evidence
* Ability to act as an ambassador and professional advocate for the Trust, with strong personal credibility and the capacity to build relationships with a wide range of people
 | * Headship experience
* Working with ITT providers
* Leading ITT students
* Evidence of CPD leadership
* LLE status and experience
 | * Application Form
* Supporting letter of application
* Interview
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| **Knowledge, Understanding and****Skills** | * Good knowledge of the current educational landscape and an ability to translate that into the Trust context eg research evidence EEF
* Creative and imaginative thinking in order to identify opportunities and anticipate problems
* Good communication to a range of audiences
* A clear understanding of current curriculum and leadership initiatives
* Excellent time management, with the ability to meet deadlines and to prioritise tasks
* Substantial experience of mathematics curriculum innovation and development that has resulted in raised standards
* The ability to analyse data- identifying patterns, trends, strengths and areas for improvement
* Understands the range of, and how to use social media to impact positively on the school improvement agenda
* Understanding of Safeguarding from keeping pupils safe to identifying risks
* Ability to work effectively in a team across the Trust
 | * Experience of leading system wide school improvement projects - regional or national.
* Experience of implementing Trust wide strategies and leading teams.
* Led national projects
* Developed and led a wide range of school professional development activities
 | * Supporting letter of application
* Interview
* Interview activity
* References
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| **Personal Attributes** | * A proven ability to initiate and lead change by inspiring, influencing and motivating others
* Good understanding of personal strengths and weaknesses and being self-aware
* Ability to listen to understand
* To be able to support and challenge colleagues working in senior roles
* Ability to plan strategically with a sense of priorities
* Has Personal impact and presence
* High levels of integrity, compassion and trust fir staff and children
* Self-confidence and emotional resilience
* Enjoys innovation and change
* Excellent interpersonal skills
* Excellent negotiating and diplomacy skills
* An ability to work under pressure and meet deadlines
* The ability to grasp and communicate a complex vision
* Ability to form and maintain appropriate relationships
* Commitment to safeguarding and the welfare of children and young people
* A strong commitment to the academic, personal and social development of pupils.
 |  | * Interview
* Interview activity
* References
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