

**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 |
| **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 |
| **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 |