

### School Improvement Officer Person Specification

Qualifications & Training	Essential	Desirable
Qualified teacher status	x	
Three years/ recent senior leadership experience	x	
Experience as an Adviser/ external improvement officer.		x
Evidence of successful involvement in Raising Achievement activities across a number of schools.	x	
A clear understanding of current curriculum and leadership initiatives	x	
A degree or equivalent	x	
Experience leading and improving Early Years settings		x
Evidence of leadership CPD	x	
Competence summary	Essential	Desirable
A proven ability to motivate, lead and interact with stakeholders.	x	
Ability to plan strategically with a sense of priorities	x	
Able to use appropriate leadership styles in different situations		x
Ability to deal sensitively with people and resolve conflict	x	
Able to demonstrate high level organisational skills	x	
Substantial experience of reading curriculum innovation and development that has resulted in raised standards	x	
Experience of the development and delivery of Professional Development programmes that has resulted in raised standards	x	

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The ability to analyse and present data and information coherently	x	
Excellent oral and written skills	x	
Work-related personal requirements	Essential	Desirable
Personal impact and presence	x	
Integrity	x	
Self-confidence & Emotional resilience	x	
Adaptability to changing circumstances and new ideas	x	
Excellent interpersonal skills	x	
Ability to write clearly for a range of audiences.	x	
Excellent negotiating and diplomacy skills	x	
An ability to work under pressure and meet deadlines	x	
The ability to grasp and communicate a complex vision	x	
Ability to meet the travel requirements of the post.	X	
Commitment to and understanding of the principle of Equal Opportunities for all, in employment and delivery of services.	x	
Ability to form and maintain appropriate relationships	x	
Commitment to safeguarding and the welfare of children and young people	x	