



St Edmund's Catholic School

Caelum Dives IngreDi



Person Specification: Senior Leader

Attributes	Essential	Desirable	Evidence
Education, Training and Qualifications	<ul style="list-style-type: none"> Qualified teacher status. Evidence of recent and relevant CPD. Understanding of current trends in education both nationally and internationally. 	<ul style="list-style-type: none"> Higher degree or qualification. Involvement in a range of projects. Management/leadership courses attended. Leadership qualification. 	Application form.
Experience	<ul style="list-style-type: none"> 3 years of successful middle leadership experience in a secondary school or equivalent. Teaching across KS3 and 4. Teaching across the ability range and strategies used to maximise progress. Participation within schools wide systems e.g. Performance Management and evidence of use to improve standards. Contact with parents or carers. Evidence of student achievement both on an individual and department/whole school basis. 	<ul style="list-style-type: none"> Experience of school (s) in an urban context. KS2 or KS5 experience. Experience of delivering extra-curricular activities. Ability to teach additional subjects. Experience of senior leadership team. Understanding of Catholic Education. 	Application form, letter and reference.
Skills and Abilities	<ul style="list-style-type: none"> An 'Outstanding' classroom teacher. Able to inspire, challenge and motivate students. Ability to track student data and develop effective interventions. Anticipate problems, develop creative solutions within the context of the classroom. Set and achieve ambitious, challenging goals and targets for self. Listen to and reflect on feedback from others. High level of oral, written and ICT skills. Excellent presentation skills (eg speaking to large groups of pupils/parents/staff etc). Able to build and maintain positive relationships with individuals and groups. 	<ul style="list-style-type: none"> Use of Arbor/Sisra. Presentation skills to groups of staff, parents / Governors. Use of a range of ICT packages to track progress. Able to interpret results in a variety of documentation e.g. Raise-On-Line / Dashboard. Previous experience of leading whole staff presentations. 	Letter. References. Interview. Specific tasks at interview.

'I can do all things with the help of God who strengthens me.'

Philippians 4: 13

Attributes	Essential	Desirable	Evidence
	<ul style="list-style-type: none"> • Prioritise, plan and organise self. • Able to lead, improve and develop staff within key areas of responsibility. • Ability to communicate with parents, community and other outside organisations. • Able to see the big picture and work in confidential situations. 	<ul style="list-style-type: none"> • Understanding of complexities of child protection at senior leadership team level. • Working with Governors, Local Authority and other bodies. • A desire to develop key lessons, eg: numeracy, literacy, careers etc. 	
Motivation and Personality	<ul style="list-style-type: none"> • Commitment to educating students in a Christian environment. • Willing to be involved in extra-curricular events and give time/energy to school life. • Ambitious for career development. • Team player. • Positive attitude. • Relentless optimism. • Genuine concern for the welfare of staff and pupils. • Commitment to maintaining 'outstanding' school status. 	<ul style="list-style-type: none"> • A desire to develop numeracy across the curriculum. • Open to the change of practice and ideas. • Ability to identify weaknesses in whole school systems/approaches. 	Letter. References. Interview.
Personal	<ul style="list-style-type: none"> • Able to work under pressure and be emotionally resilient. • Willing to accept the demands and challenges of the post and respond in a flexible manner. • A sense of humour. • A commitment to always go that extra mile and give more. • Be a hands on team player. 	<ul style="list-style-type: none"> • Knowledge and understanding of wider educational issues. • Practising Catholic/Christian. 	References. Interview.

‘Teaching is a beautiful job; as it allows you to see growth day by day of people entrusted to your care. It is a little like being parents, at least spiritually. It is a great responsibility.’
Pope Francis