

## Person Specification

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Qualifications &amp; Education</b>		Qualified Teacher Status				
		Degree/Master's Degree in related discipline Evidence of recent and relevant further professional development				
<b>Experience &amp; Knowledge</b>		A proven track record of successful leadership in schools and implementation of curriculum through the leadership of teaching and learning Experience of working with a range of stakeholders in connection with improving curriculum implementation through effective teaching and learning strategies Experience of successful implementation of strategies for raising achievement and ensuring effective teaching, learning and assessment Experience of monitoring and evaluation teaching and learning.			An understanding of budgetary management and principles of best Value Working cooperatively with other schools in partnership. A proven track record of delivering excellent outcomes at KS5. Knowledge of OFSTED inspections. Knowledge and experience of working with Maths Hubs.	AF, R, I  AF, R, I

	<p>Experience of successfully leading and managing change initiatives</p> <p>Evidence of continual professional development</p> <p>An understanding of the philosophy of Catholic schools</p> <p>Sound up-to-date knowledge of developments in education, teaching and learning, assessment and best practice</p> <p>Knowledge of data and school outcomes including all performance indicators</p> <p>Knowledge of Key Stages 3,4 &amp; 5 and outcomes Evidence of the ability to build and lead effective teams</p>				
<b>Skills</b>	<p>Evidence of maintaining positive relationships with Headteachers, governors, parents, local parishes and with other individuals and agencies</p> <p>To think analytically, making informed use of inspection, benchmarking and research findings</p> <p>To be able to investigate problems, evaluate options, identify solutions, make and implement plans and monitor outcomes</p> <p>To be able to evaluate and assess school improvement plans/inspection dashboards</p> <p>To work effectively within policies and procedures</p> <p>To have a high standard of presentation and communication skills.</p>				

		<p>To manage, motivate and develop individuals and teams to achieve high standards of performance</p> <p>Ability to manage conflict effectively</p> <p>Understanding of responsibilities of the MAT and schools in ensuring compliance with all relevant legislation</p>				
<b>Personal Attributes</b>		<p>Passionate about education and educational issues</p> <p>Displays emotional resilience</p> <p>Both a team player and a leader</p> <p>An understanding of the value of a successful work life balance for self and others</p> <p>A high level of interpersonal skills with the ability to empathise with different points of view and win respect</p> <p>Ability and energy to inspire the best in others</p> <p>Persuasive and confident in a range of different environments</p> <p>High standards of integrity and a positive role model for students, staff, parents and the wider community</p>				
<b>Special Requirements</b>		<p>Enthusiasm, vision, drive, adaptability and resilience.</p> <p>Have consideration of the views of others.</p> <p>Advocate a sound educational philosophy, with the ability to translate into practice.</p>				

	<p>High degree of motivation and emotional resilience for working with children and young people and adults.</p> <p>Be able to understand and develop your own emotional intelligence.</p> <p>Be available to be contacted at mutually agreed times</p> <p>Be able to work at times convenient to the Trust, including evening meetings</p> <p>Access to reliable transport to meet the travel requirements of the post</p>				
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