**Person Specification - Leadership**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher status. * Degree 2:2 or higher / PGCE or equivalent qualifications. | * Masters Degree or working towards. * Working on / willingness to undertake NPQSL/NPQH. |
| Knowledge and Experience | * Uses of a range of evidence, including performance data (RaiseOnline, Progress 8, Basics, EBACC etc.), to support, monitor, evaluate and challenge poor performance at whole academy level. * Proven and successful experience of senior leadership. * Experience of leading and presenting Whole College INSET sessions. * Good knowledge of assessment and its impact on the curriculum, both vocational and academic. * Experience of action planning and self-evaluation. * Evidence of providing excellent provision for all students and achieving high standards of student progress. * Understanding of the relationship between managing performance, CPD and sustained academy improvement. * Experience of leading whole academy development * Evidence of success in raising student achievement across a broad range of abilities. * Experience of the management and leadership of a team of teachers and support staff. * Up to date knowledge of educational and curriculum change. | * Experience in more than one school/college. * Experience in leading an aspect of non- curricular development. * Knowledge of strategies for ensuring inclusion, diversity and access. * Professional development relevant to the position. |
| Professional Skills | * Experience in managing a wide range of staff including support staff. * Excellent teaching experience * Excellent relationships with students. * Ability to work cooperatively as a leader and member of a team and in different partnerships * Knowledge of new external accountability measures. * Proven track record of implementing strategies that raise student achievement including monitoring and evaluating the work of others. * Excellent people skills – motivating, nurturing and challenging young people and adults to achieve their best. * High level ICT skills for teaching and management. * Confidence, clarity and decisiveness in making and carrying out decisions. * Model teaching to others. |  |
| Personal Qualities | * Understand the importance of emotional intelligence * Enjoyment for working in new and challenging situation. * Steer a vision from beginning to end. * Ability to identify and implement solutions to problems. * Sympathetic to the ethos of a Catholic School * Headteacher, 1 Vice Principal and Director of RE and Catholic Life of the School must be practising Catholics | * Practising Catholic (Essential for Headteacher, 1 Vice Principal and Director of RE and Catholic Life of the School |