**Person Specification**

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|  |  | Essential | Desirable |
| **Application** | A well-structured letter of application indicating interests and strengths in the subject. | \* |  |
| Fully supported in references. | \* |  |
| **Qualifications and Professional Development** | Qualified Teacher Status. | \* |  |
| A degree in a relevant subject. | \* |  |
| Further professional qualification, evidence of further study. |  | \* |
| A Masters level qualification. |  | \* |
| Relevant CPD over last three years. | \* |  |
| Knowledge/Experience of planning, supporting and leading professional development for teaching and support staff. |  | \* |
| Nationally recognised training in leadership and/or teaching and learning programmes. |  | \* |
| Training in a wide range of new technologies incorporating learning throughout the curriculum. |  | \* |
| **Experience** | Considerable experience of leadership and middle management. | \* |  |
| Teaching experience at KS3 and KS4 good/outstanding outcomes at all  levels for students. | \* |  |
| Consistent record of raising standards. | \* |  |
| Leading/promoting Independent Learning | \* |  |
| Experience of coaching/mentoring teachers. | \* |  |
| Consistently good/outstanding teaching. | \* |  |
| Management and analysis or data. | \* |  |
| Successful management of change. |  | \* |
| Leading creatively. |  | \* |
| Knowledge/experience of monitoring and evaluating staff and student performance. |  | \* |
| **Skills** | Proven strong teaching, leadership and management skills. | \* |  |
| Ability to communicate effectively orally and in writing. | \* |  |
| The ability to use ICT creatively to promote student engagement and achievement. | \* |  |
| Ability to form good relationships with parents, adults and students. | \* |  |
| Ability to work collaboratively within a team and when necessary, resolving conflict. | \* |  |
| Good time Management. | \* |  |
| The ability to use data as a tool for school improvement. | \* |  |
| Proven ability to create conditions for sustained improvement. |  | \* |
| **Personal Qualities:** | Sense of humour and perspective. | \* |  |
| Enthusiastic. | \* |  |
| Inspirational. | \* |  |
| Approachable. | \* |  |
| The ability to be a positive team member as well as Senior Leader. | \* |  |
| **Knowledge and Competence:** | Principles and strategies of whole school improvement. | \* |  |
| Strategic Development Planning Process | \* |  |
| Strategies for ensuring inclusion and diversity. | \* |  |
| Self-review and evaluation procedures as applied at department level. | \* |  |
| Identification and intervention strategies which ensure student achievement. | \* |  |
| Strategies for raising achievement and achieving excellence. |  | \* |
| Sound knowledge of current national policies. |  | \* |
| **Understanding:** | The use of a range of evidence, including performance management to support, monitor, evaluate and improve aspects of school life, including challenging poor performance. Combination of the outcomes of regular school self-review with external evaluations. | \* |  |
| Understanding the work of governors. |  | \* |
| **Other Qualities:** | Inspire, challenge, motivate and empower others to carry the vision forward. | \* |  |
| Model the vision and values of the school. | \* |  |
| Demonstrate personal enthusiasm for and commitment to the learning process. | \* |  |
| Access, analyse and interpret information. | \* |  |
| Resilience. | \* |  |
| Loyalty to the Leadership Team, the Academy Council, the Academy. | \* |  |

Assessment against the criteria outlined above will be through the application form, letter of application, work related assessments, interview process and references.