Person Specification

The Successful Candidate Will Be

An exceptional leader who combines strategic vision with compassion, professional credibility with humility, and high ambition with an unwavering commitment to inclusion.

ESSENTIAL				DESIRABLE		
	Criteria No.	**ATTRIBUTE**	**Stage Identified**	**Criteria No.**	**ATTRIBUTE**	**Stage Identified**
Qualifications & Education	E1	Qualified Teacher Status	Application Certificate	D1	NPQH qualification or enrolled on NPQH	Application Certificate
	E2	NPQ	Application Certificate	D2	Post graduate qualification	Application Certificate
Experience & Knowledge	E3	Experience as a Head Teacher/Deputy Head Teacher in a special school.	Application	D3	Completion of Safer Recruitment Training	Application Certificate
	E4	Significant knowledge of current SEND policy and procedures and its application within the special education sector including safeguarding responsibilities.	Application Interview	D4	Experience of headship	Application
	E5	Experience of managing, developing, inspiring and motivating staff. Knowledge of HR procedures, well-being, workload,	Application Interview		Experience of leading in an academy/multi academy trust context	Application

		compliance and recruitment. The ability to hold others to account and have difficult conversations.				
	E6	Demonstrable success in robust self-evaluation, setting priorities, leading improvements and raising standards	Application Reference Interview			
	E7	Experience of supporting the management of significant organisational development & change.	Application Interview			
	E8	Experience of presenting high quality, strategic information to Trustees/ Governors, and supporting their role as a 'critical friend'	Application Interview			
	E9	Sound knowledge of SEND funding and the ability to manage large budgets efficiently and effectively.	Application Interview			
Skills	E10	Be E-confident and able to understand and promote the benefits of ICT and future	Application			

		technology in an educational context.				
	E11	Excellent oral and written communication skills with an ability to negotiate at all levels.	Application Reference Interview			
	E12	Ability to interpret and implement new legislation, policies and directives. Has a measured approach to risk management	Application Interview			
	E13	Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines.	Application Reference Interview			
Personal Attributes	E14	High personal standards of integrity and probity. Aligned to Ascent Vision and values	Reference			
	E15	Ability to work in partnership with parents, work collaboratively with others and form strong networks outside of our	Interview			

		Trust				
	E16	Be able to secure the loyalty and confidence of pupil, staff, parents, Trustees and others.	Reference			
	E17	Ability to further develop the very positive learning culture within the organisation, which is recognised by staff, pupils and parents	Interview			
	E18	Commitment to own personal development.	Application			
Special Requirements	E19	Be flexible and resilient in order to meet the demanding nature of this role. To be prepared to lead in any of our schools and to lead Trust wide initiatives.	Reference Interview			