



**Person Specification**

**Job Title: Executive Headteacher**

The person appointed will:

	Essential	Desirable	How Assessed Application Interview Reference	Advantageous (not assessed)
<b>QUALIFICATIONS</b>				
First degree or equivalent	Y		A	
Masters level qualification		Y	A	
Teaching qualification	Y		A	
Qualified Ofsted Inspector				Y
<b>EXPERIENCE AND KNOWLEDGE</b>				
Significant relatively recent experience as a Head Teacher of a School	Y		A, I, R	
Significant wider role in a multi-academy trust, the DfE or Ofsted				Y
Background of successful leadership of school improvement strategies as a Head	Y		A, I, R	

Experience of monitoring School/Academy performance	Y		A, I, R	
Experience of setting challenging targets	Y		A, I, R	
Experience and understanding of management of human and financial resources at a senior level	Y		A, I, R	
Experience of working effectively with governors	Y		A, I, R	
Understanding of assessment theory and practice	Y		A, I, R	
Understanding of effective teaching and learning strategies	Y		A, I, R	
Understanding of primary/secondary education – outside of your own sector		Y	A, I, R	
Experience of successfully supporting improvement working with other schools / academies		Y	A, I, R	
Skills				
Ability to plan and allocate resources effectively	Y		I	

Ability to lead effective educational change	Y		I	
Ability to listen to, take and follow guidance	Y		I	
Ability to lead and inspire	Y		I	
Ability to take difficult decisions	Y		I	
Ability to motivate, develop, support and challenge staff	Y		I	
Able to effectively hold others to account for their performance and outcomes	Y		I	
Ability to enhance an environment of value, trust and respect	Y		I	
Ability to successfully establish links with the local community and external partners	Y		I	
Ability to work collaboratively	Y		I	
Ability to work closely as a team-member	Y		I	
<b>PROFESSIONAL AND PERSONAL ATTRIBUTES</b>				
Effective leader, committed to partnership and collaborative working	Y		I	

Leadership style which reflects the importance of delegating responsibilities and empowering others	Y		I	
Commitment to the academic, personal and social development of children and families	Y		I	
Approachable and supportive	Y		I	
Excellent interpersonal, communications and organisational skills	Y		I	
Commitment to involving others and maintaining strong and positive relationships with the whole school community	Y		I	
Someone who is resilient and determined but can also provide support, demonstrate empathy and deal with staff in a sensitive and considerate manner	Y		I	
Actively seeks new approaches, ideas and challenges. Be willing to be innovative	Y		I	
Willing to concede alternative approaches and get behind the team	Y		I	

Able to take direction when appropriate	Y		I	
Commitment to promoting best practice in safeguarding and the welfare of young people	Y		I	
Strategic thinker	Y		I	
An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	Y		I	
An enthusiastic and motivational leader with strong morale building skills	Y		I	
Clearance through the Disclosure and Barring Service	Y		I	
Compliance and adherence to the document 'Guidance for safer working practice for those working with children and young people in education settings' & Guidance for Conduct	Y		I	
Ability and willingness to travel to alternative sites	Y		I	