



CEO and Executive Head Teacher PERSON SPECIFICATION

E = Essential

D = Desirable

I = Interview

A = Application

QUALIFICATIONS AND EXPERIENCE

Qualifications

- Qualified Teacher Status and evidence of continuing professional development. **E**
- Relevant leadership qualification (e.g., NPQH) **E**

Experience

- Significant successful teaching experience in one or more special schools or educational organisations for children with a wide range of SEND including complex and profound learning needs. Non-special needs experience will count, but needs to be clearly stated as such. **E**
- Proven successful leadership and management experience at Headteacher level. **E**
- Proven successful strategic development. **E & I**
- Proven experience of developing a new provision or team. **E & I**

Personal Qualities

- Evidence of the strong personal and intellectual qualities required to set an example to others and to lead a team of staff across a number of special schools. **E**
- Ability to work co-operatively and positively with education services, health and social services and other statutory and voluntary agencies. **E & I**

- Evidence of an ability to involve the community fully, in order to enhance the life chances of all pupils. **D & I**
- The capacity for innovative thinking and enthusiasm for the challenge of change. **D**
- Sensitivity, warmth and an ability to coach, motivate and support staff. **E & I**
- The resilience and flexibility, both physical and mental, to manage personal work pressure and the capacity and confidence to effectively manage through people. **E & I**
- The commitment to uphold the ethos and vision of the Trust along with the personal integrity and interpersonal skills to drive this forward. **E**
- A recognition of the importance of governance in supporting the needs and accountability of the schools. **E**

Commitment to Excellence

- Evidence of a commitment to excellence and to the maximising of educational and personal achievement for all pupils taking into account their varied abilities and special educational needs. **E & I**
- The ability to constructively hold leadership to account with the aim of maximising outcomes for all. **E**
- A commitment to raising the profile of the Trust and its Schools. **E**

KNOWLEDGE, SKILLS AND ABILITIES

Leading and Managing

- Articulate a clear vision of the future development of Astrum Multi Academy Trust and sustain its ability to build on its strengths. **E & I**
- Evidence of effective and successful staff management, including coaching, team building and staff development. **E**
- The ability to develop effective partnerships and collaborative working with a range of external stakeholders to shape the highest quality outcomes for the Trust. **E & I**

Teaching and Learning

- Specialist knowledge in the teaching of pupils with a wide range of special educational needs and proven success with enabling pupils to realise their educational, social and personal potential. **E**
- Evidence of detailed knowledge of personalised teaching, learning and assessment processes and multi-agency collaboration to promote the effective learning of pupils with communication and interaction needs. **E**
- Overseeing the implementation of Performance Management across the Trust to ensure high-quality professional teaching standards are upheld. **E**

Financial Management and Fundraising

- Evidence of strategic oversight of finance and budgetary aspects of educational establishments. **E**
- Evidence of a successful track record of human and financial resources management and control **E**

Educational Developments

- Evidence of a thorough knowledge of the current major curriculum issues, as well as of recent educational developments, together with an understanding of their significance for the management and leadership of the School or Trust. **E**
- Evidence of a thorough awareness of pedagogical and curricula initiatives as they apply to children with complex needs and other related learning difficulties. **E**

Performance Review

- Evidence of the ability to define and monitor effective measures for the performance of the School/s, and to keep these measures under systematic review. **E & I**

Safeguarding

- Have experience of and show an understanding of the importance of having a robust safeguarding policy and protocols in place and how this is effective and achieved in the context of a special needs school. **E**

- Being a Designated Safeguarding Lead or Deputy Designated Safeguarding Lead. **D**

Equal Opportunities

- Evidence of a commitment to equal opportunities policy and practice both in service delivery and employment and an understanding of their effective operation within an educational establishment. **E**

Communications

- Evidence of the ability to communicate clearly both orally and in writing with pupils, parents, governors, education services, health and social services and other statutory and voluntary sector agencies. **E & A**

Information and Communication Technology

- Proven ability to use ICT for educational, communication and monitoring purposes. **E**

Candidates must ensure that they address the person specification criteria in their application letter or through the interview process, providing an additional personal statement if they wish. They must in particular provide evidence relating to their qualifications, leadership and management experience, their knowledge of the educational developments affecting pupils with a wide range of complex Special Educational needs and other related difficulties, their experience of performance management, and their financial management experience. If there are aspects which a candidate does not have experience of, these must be clearly identified.

Long listed candidates will be selected entirely on the basis of the extent to which they meet the selection criteria in their application letter.