

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications/ Training	<ul style="list-style-type: none"> <li>• QTS</li> </ul>	Evidence of personal commitment to continuous leadership development
Experience/ Skills	<ul style="list-style-type: none"> <li>• At least 3 years' experience working with pupils with learning difficulties in any setting.</li> <li>• Experience of leading major whole Academy initiatives.</li> <li>• Knowledge and experience of successful middle leadership in an Academy or school showing the ability to convert strategy into action</li> <li>• Knowledge and understanding of a range of strategies used to positively manage challenging behaviour and/or Autism.</li> <li>• Knowledge and understanding of the role of Governors/Trustees.</li> <li>• Proven record of innovation and leading change successfully</li> <li>• Responsibility for leading an improvement area</li> <li>• Clear evidence of leading an area of development</li> <li>• A working knowledge of whole Academy data systems and national expectations.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a middle leadership role</li> <li>• Leadership Qualification</li> <li>• Experience of leading training and development activities</li> <li>• At least 2 years experience of a promoted post.</li> </ul>
Classroom Expertise	<ul style="list-style-type: none"> <li>• To be an outstanding practitioner with a deep understanding of what contributes to excellent teaching and learning skills</li> <li>• Depth of knowledge and understanding of current education related issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent ICT Skills</li> </ul>

Personal Qualities	<ul style="list-style-type: none"> <li>• Clear and effective communication skills with pupils, parents, staff, Governors/Trustees and other professionals.</li> <li>• Ability to lead and manage people to work towards common goals.</li> <li>• A passion to support the Academy to continually self-evaluate itself and improve its provision on offer</li> <li>• Evidence of good interpersonal skills and relationships</li> <li>• Excellent communication skills</li> <li>• Ability to organise, prioritise and delegate</li> <li>• Ability to coach and mentor individuals to achieve specific outcomes.</li> <li>• Ability to lead and work as part of an effective team</li> <li>• A positive view of the involvement of parents.</li> <li>• Effective presentation skills.</li> <li>• A sense of fun and humour.</li> </ul>	<ul style="list-style-type: none"> <li>• Ambition for personal development and progression.</li> <li>• Have a positive approach to change, and a willingness to be flexible in response to the changing needs of the Academy and the wider Academy Trust.</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Knowledge and understanding of valuing diversity and its importance in a special Academy and service serving a town with a wide cultural, ethnic and religious heritage.</li> </ul>	

**Assessed by application form and interview - validated by references as appropriate.**