



## PERSON SPECIFICATION FOR DIRECTOR OF EDUCATION

### **QUALIFICATIONS AND EXPERIENCE**

<b>Essential</b>		<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>At least 4 years' relevant experience at Headteacher and/or senior leadership level with significant successful school improvement experience and able to demonstrate impact</li> <li>Substantial successful teaching experience</li> <li>Knowledge, experience and capability to become an Ofsted inspector or equivalent i.e. RISE Member</li> <li>Thorough knowledge and understanding of special school, alternative provision and SEND in mainstream schools and all phases of education</li> <li>Experience of appraising the work of others</li> <li>Successful development of strategic vision and stakeholder engagement</li> <li>Proven record of planning and delivering successful CPD to teaching and non-teaching staff at all levels leading to improvement across a number of schools</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>National Professional Qualification for Headship. Other professional qualifications (Including NPQEL, MA, PhD)</li> <li>A current practicing Ofsted inspector of schools, or in the process of becoming an inspector</li> <li>Experience of managing and/or advising on school improvement across multiple institutions</li> <li>Experience of securing and linking financial and educational viability for schools</li> <li>Experience of school and trust governance</li> </ul>

### **KNOWLEDGE AND ABILITIES**

<b>Essential</b>		<ul style="list-style-type: none"> <li>The ability to inspire trust and confidence within the whole school / college community and all stakeholders</li> <li>The ability to collaborate and network with other leaders within Creating Tomorrow Trust in order to build and maintain a high performing learning community</li> <li>Clear understanding of effective leadership principles and strategies and developing these in others</li> <li>Wide, up to date knowledge of the primary and secondary SEND curriculum and of effective teaching methods and strategies</li> <li>Thorough knowledge of current statutory frameworks</li> <li>Up to date knowledge of assessment and tracking</li> <li>Extensive understanding of school improvement strategies</li> <li>Knowledge of current educational legislation and initiatives</li> <li>The ability to think strategically and plan for the future</li> </ul>
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		<ul style="list-style-type: none"> <li>• The ability to problem solve and forecast using cause and effect analysis</li> <li>• The ability to drive and manage change efficiently</li> <li>• A commitment to setting and securing high expectations that lead to high achievement for all</li> <li>• The ability to challenge and successfully address underperformance</li> <li>• The ability to motivate and manage members of staff with different skills and experience and to delegate appropriately</li> <li>• Excellent communication skills at all levels and with different stakeholders: <ul style="list-style-type: none"> <li>◦ the ability to present orally with clarity and authority</li> <li>◦ the ability to give and receive constructive feedback in an effective manner</li> </ul> </li> <li>• The ability to make clear decisions and communicate them effectively</li> </ul>
<b>Desirable</b>		<ul style="list-style-type: none"> <li>• Wide, up to date knowledge of FE SEND curriculum and of effective teaching methods and strategies</li> <li>• An understanding of how ICT can be used to improve and enhance the curriculum</li> </ul>