

## **PERSON SPECIFICATION – SENIOR PROGRESS LEAD**

<b>General headings</b>	<b>Requirements</b>	<b>Essential/ Desirable</b>
<b>Qualifications</b>	Qualified Teacher Status	E
	First Degree	E
	Working towards a Higher qualification in education and/or management	D
<b>Experience</b>	Recent successful comprehensive school experience of leadership at middle leader level or post of equivalent responsibility within the education sector for at least 2 years.	E
	Excellent classroom practitioner.	E
	Experience of leading change and innovation in an educational context.	E
<b>Training &amp; Professional Development</b>	Substantial and sustained professional development in support of leadership over the last 3-5 years.	E
	Evidence of keeping up to date with educational thinking and knowledge.	E
	Knowledge and understanding of current legislation affecting schools.	E
	Knowledge and understanding of the principles and practice of school self-evaluation.	E
<b>Leadership &amp; Management Skills and Attributes</b>	Ability to inspire and motivate students and staff.	E
	Ability to create a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.	E
	Ability to engage stakeholders in rigorous self-evaluation for school improvement.	E
	Ability to show an understanding of how the school and its partners can contribute to community cohesion.	E
	Ability to analyse and use data to inform improvement strategies to ensure improved outcomes for students.	E
	An understanding of the potential use of new and emerging technologies to enhance learning and as a management tool.	E
<b>Personal Qualities</b>	Self-awareness, perceptiveness and being empathetic to the needs of all the stakeholders.	E
	The ability to act with integrity.	E
	Flexibility in adapting to changing situations.	E
	Demonstrates a positive outlook in the face of challenges.	E
	A commitment to continued learning of all members of the community.	E
	The ability to prioritise, plan and organise self and others.	E
	The ability to think creatively to anticipate and solve problems.	E
<b>Communication Skills</b>	Excellent written and oral communication skills for a variety of audiences.	E
	Ability to foster an open, equitable culture and manage conflict.	E
	Good interpersonal skills.	E

General headings	Requirements	Essential/ Desirable
Other	Energy, stamina and resilience.	E
	Good health record.	E
	Evidence of fully supportive references, one of which must be from current employer.	E