

### Job Description and Person Specification

<b>Role</b>	Director of Quality Assurance and School Improvement (DQASI)
<b>Grade and Range:</b>	L25 – L31
<b>Location:</b>	Office base - 2a Vickery Way, Chilwell, Nottingham, NG9 6RY. Working across schools across Flying High Partnership.
<b>Accountable to:</b>	Director of Education
<b>Date last reviewed:</b>	February 2026

#### Position Overview

As Director of Quality Assurance and School Improvement you will champion our vision to develop unique, exceptional and sustainable schools. Working with an allocated group of schools you will provide support and challenge that will enable each school to thrive, meeting the needs of its context, securing the highest standards and building capacity to enable continuous improvement.

The Education Team model of working is built around the 4Cs. The team provides support and challenge to leaders, fostering excellence within their schools. This is achieved through developing consistency, which is built on clarity and delivered with confidence. You will form part of a team of three DQASIs, working alongside our Director of Education. Through this team you will drive and develop the strategy for education across our partnership, with the opportunity to lead on an area of education based on your expertise and experience. You will also work with a wider team of exceptional System Leaders, HT+, Lead Practitioners, Inclusion team and Headteachers across the partnership.

#### Main Duties

- To provide quality assurance support to an allocated group of schools, accountable for the performance of each school.
- To oversee and hold to account the deployment of System Leaders and Head Teacher +.
- To provide school improvement capacity to identified schools, enhancing the leadership capacity of the school, and enabling rapid and sustainable improvement.
- To form part of the Education Leadership team, contributing to the strategic leadership and development of Education across the Trust.
- Lead an identified area within Education, providing visionary and strategic leadership to all schools across the Trust.



**We are flying high**

- Line management of identified members of the Education team, including Lead Practitioners.

## General Duties

### Quality Assurance

- Lead quality assurance across an allocated partnership of schools, accountable for outcomes. This to include.
  - Full day core visits, delivering consistent quality assurance and monitoring activity.
  - Provide appropriate challenge and support to the school leadership teams.
  - Ensure that school improvement priorities are appropriate and in line with the evaluation of the school.
  - Ensure all key strategic decisions, including staffing, are appropriate in meeting the needs of the school.
  - Design and deliver an annual partnership review of each school.
- Ensure all key stakeholders are informed of school priorities and risks, including the Education team, Strategic Development Group, Trustees and Governors.
- Ensure all schools are 'Ofsted ready'.
- Support and challenge high expectations for all pupils and all staff.
- Work across all schools, balancing standardisation with a celebration of each school's uniqueness.
- Coach, develop and grow leaders from within the organisation.
- Broker and monitor targeted system leadership capacity and CPL to respond to the priorities identified in each school.
- Work as part of the Education team, ensuring that the Trust is successfully impacting on all schools.
- Share successful school improvement strategies with members of the DQASI team, enabling good practice to be spread across all schools.
- Work with Trustees and governor representatives to understand, engage and challenge school improvement activity, ensuring that all have a clear understanding of school performance.
- Work with leaders and Governors to enable them to undertake effective and accurate self-evaluation against the expectations of the Ofsted framework.
- Support the identification of talent within all schools and contribute to their effective deployment across the Partnership.

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## School Improvement

- In response to quality assurance activity, provide additional leadership capacity to support and drive rapid and sustained improvement in our most vulnerable schools. This role will involve the following:
  - Provide additional leadership capacity to identified 'at risk' schools.
  - Provide challenge and accountability to the Headteacher.
  - Support the growth and development of the Headteacher.
  - Challenge underperformance of the Headteacher, where necessary.
  - Enable the Headteacher to clearly identify priorities for improvement and provide challenge and support across the school.
  - Enable the school to develop an individual identity, culture, and ethos, responsive to the context it serves.
  - Identify and model innovative approaches to teaching and learning and school improvement.
  - Be accountable for improvements in the school.
  - Create a sustainable leadership structure, with the capacity to continue to drive improvement.
  - Report progress to the allocated QA and welcome challenge.

## Strategic Leadership and Development

- Act as a custodian of the Partnership's vision and culture, consistently communicating and enrolling others to this vision.
- Act as a "critical friend" and provide effective professional challenge and support to the Director of Education and wider Education team.
- Lead by example, consistently demonstrating the partnerships cultural expectations with a focus on providing exceptional outcomes for all children.
- Whole Trust strategic leadership responsibility for an area of Education, providing a clear vision and strategy for development. The identified area will be based on the post holder's skills and experience.
- Form part of an education team, defining a vision for Education across the Partnership.
- Provide a professional presence at Education meetings, offering informed and strategic contributions to discussions.
- Contribute to Trust evaluation activity, developing a clear insight into individual school and whole Trust priorities.
- Contribute to the Education department plans.
- Work in partnership with departments across the Partnership central team including Finance, HR, Operations and Training and Development.
- Provide high quality reporting to Trustees.
- Engage with key stakeholders including the RSC, DfE and Ofsted.

- Motivate and inspire Headteachers and staff across the Partnership, to deliver the best possible outcomes for children.

**Line Management Responsibility**

- Line management of identified Lead Practitioners.
- Oversight of the deployment of System Leaders and HT+.

**Other duties**

- Engage as an active member of the central team.
- Be a flexible and supportive member of the team.
- Have a commitment to CPL and self-reflection.
- As appropriate, support the facilitation and delivery of professional learning.
- Ensure personal responsibility for maintaining up to date knowledge of educational developments relevant to the role.
- Be aware of and comply with all Flying High policies and procedures.
- Work in a flexible way to respond to the needs of the Partnership, and to fulfil other duties and responsibilities appropriate to the grade and role as and when required.

**Skills and Experience Required:**

The following requirements will be assessed through either the Application Form (AF), during the Interview (I) or as part of an Assessment (AST).

	Essential	Desirable
<b>Qualifications, Education and Training</b>		
Degree educated with QTS	AF	
Relevant postgraduate qualifications		AF
Completed NPQH	AF	
Completed or applying to start NPQEL		AF
Evidence of a commitment to ongoing learning and continuous professional development	AF/I	
<b>Experience</b>		
Strong record of primary Headship	AF/I	
Successfully led a school to through a successful Ofsted inspection		AF/I
Have a strong track record of school-to-school support, which has had a demonstrable positive impact on children's attainment and progress	AF/I	
Successful deployment of resources for school improvement, e.g., SLEs, with measurable impact		AF/I

Developing and motivating senior leaders to achieve success	AF/I	
Have experience of leading, developing and facilitating CPL.		AF/I
<b>Skills, Knowledge and aptitudes</b>		
Strong knowledge of educational policy developments and implication for in-school practices	AF/I	
Detailed knowledge of effective school improvement strategies	AF/I	
Exceptionally skilled in coaching, developing and enabling others	AF/I	
Strong analysis of education data (RAISE Online, ASP etc.) to inform successful education delivery	AF/I	
A skilled partnership worker	AF/I	
Have the ability to enable others to improve	AF/I	
Able to challenge underperformance and communicate high expectations to all	AF/I	
<b>Personal Qualities / Attributes</b>		
Have high expectations for themselves and the people they work with	AF/I	
Enjoy the respect, trust and confidence of local school leaders	AF/I	
Be adaptive and responsive to change	AF/I	
Possess excellent written and oral communication skills	AF/I	
Have the ability to inspire and motivate others	AF/I	
A fantastic team player, able to be a positive addition to the central team	AF/I	
<b>Special Requirements</b>		
Be committed to the vision, values and culture of Flying High Partnership	AF/I	
To model the Flying High Partnership cultural expectations	AF/I	
Be prepared to engage in any CPL opportunities that arise to support the development of the role.	AF/I	
Be prepared to work flexibly and be deployed wherever needed within 50 miles of Flying High HQ	AF/I	
Relate well to colleagues and be able to establish and maintain good working relationships quickly in sometimes difficult contexts	AF/I	
Have a good sense of humour and a positive attitude	AF/I	