

Executive Headteacher

Person Specification

Position profile

Job title: Executive Headteacher

Responsible to: Directors of Schools

Remuneration: L23-L27

Person Specification		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (AF), interview (I), reference (R)
<i>Qualifications:</i>		
– Qualified Teacher Status with a successful NQT year completed	E	AF
– Degree or equivalent	E	AF
– National Professional Qualification of Headship	D	AF
– Evidence of continuing professional development	E	AF
<i>Experience:</i>		
– Significant experience as a Headteacher (at least 3 years) with a sustained record of school improvement	E	AF/I/R
– Experience of Supporting other Head Teachers	D	AF/I/R
– Experience of developing partnership and learning between Academies/schools	E	AF/I/R
– Experience of the effective management of funding and resources	E	AF/I
– Evidence of successfully leading and sustaining educational initiatives	E	AF/I
– Evidence of effective appointment and personnel management	E	AF/I/R
<i>Knowledge and understanding of:</i>		
– The mission, vision and values of Victoria Academies Trust and the role of these in achieving the Trust's aims	E	AF/I

- Statutory education frameworks, including governance	E	AF/I
- Ways to build, communicate and implement a shared vision across a number of Academies	E	AF/I/R
- Leading change, creativity and innovation	E	AF/I/R
- New technologies, their use and creative impact	E	AF/I
- Strategies for communication, both within and beyond the Academies	E	AF/I
- Models of teaching and learning	E	AF/I
- Models of attendance and behaviour management	E	AF/I
- Strategies for ensuring inclusion, diversity and access	E	AF/I
- Child protection and safeguarding procedures	E	AF/I
- Curriculum design and management across a number of Academies	E	AF/I
- The self-evaluation process and its role in driving continuous improvement	E	AF/I
- Strategies to promote individual, team and organisational development	E	AF/I/R
- The impact of change on organisation and individuals	E	AF/I
- Strategic financial planning, budgetary management and principles of best value	E	AF/I
- Health and safety and estates management	E	AF/I
- Legal issues relating to managing an Academy, including equal opportunities, race relations, disability, human rights and employment legislation	E	AF/I
- The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve aspects of schools, including challenging poor performance	E	AF/I
- Models of school, home, community and business partnerships	E	AF/I
- The work of other agencies and opportunities for collaborations	E	AF/I
<i>Leadership skills:</i>		
- Ability to develop and maintain a clear vision and lead others to plan and deliver it	E	AF/I/R
- Ability to articulate this vision to diverse audiences	E	AF/I/R
- Ability to establish successful relationships at all levels and have good communication skills both verbal and written	E	AF/I/R
- Commitment, drive and the ability to achieve the highest standards and best practice across all aspects of the Academy	E	AF/I/R
- Ability to lead, coordinate and delegate	E	AF/I