

Person Specification: Executive Headteacher		Essential	Desirable	Method of Assessment Application/ Interview
Qualifications	Qualified Teaching Status	✓		A
	Degree	✓		A
	NPQH	✓		A
	Relevant post graduate degree		✓	A
	LLE/NLE		✓	A
	Ofsted Inspector Trained		✓	A
Safeguarding and welfare of children	Suitability to work with young children	✓		A/I
	Able to form and maintain appropriate relationships and personal boundaries with children and young people	✓		A/I
	Emotional resilience in working with challenging behaviours	✓		A/I
	Positive attitude to use of authority and maintaining discipline	✓		A/I
	DSL Trained or willing to train	✓		A
Experience	Recent successful experience as a Headteacher or Executive Headteacher in primary phase	✓		A
	An outstanding and proven track record of school improvement	✓		A
	Successful and varied teaching experience	✓		A/I
	Experience of driving and delivering transformational and cultural change	✓		A/I
	Experience of managing resources effectively	✓		A/I
	Experience of leading improvement across more than one school		✓	A/I
	Experience of moving a school from RI to good or outstanding	✓		A/I
	Experience of leading a school during inspection	✓		A/I
Leadership ability	Think and act strategically with sensitivity to organisational and wider political priorities	✓		I
	Deliver high quality outcomes, producing good results on time and on budget	✓		I
	Make a personal and positive impact on corporate decisions by acting responsibly, with honesty, integrity and with resilience and determination	✓		I
	Describe a vision for excellent teaching and learning and to develop effective plans to implement that vision	✓		A/I
	Reflect on situations and events and respond constructively	✓		I
	Digest, condense and make sense of large amounts of information	✓		I
	Present views, opinions, arguments in	✓		I

	discussion which contribute to positive outcomes			
	Work effectively with a range of people, staff, parents, pupils, governors, and community members.	✓		I
	Communicate well with individuals, small and large audiences	✓		I
	Analyse and use data	✓		I
	Accept and act on feedback in a constructive way	✓		I
	Give feedback effectively	✓		I
	Design and implement monitoring systems	✓		A/I
	Design and implement systems for evaluating quality	✓		A/I
Skills	Managing people and motivating them to give their best	✓		A/I
	Coaching staff to improve practice	✓		I
	Skilled in developing a culture of excellence, high expectations and standards to raise ambitions of students	✓		A/I
	Able to appoint a new team and ensure a robust and creative curriculum offer is in place for all students	✓		I
	Provides inspirational leadership, uses emotional intelligence and consistently role models our values	✓		I
Knowledge	Up to date knowledge of Effective pedagogy	✓		A/I
	New learning techniques and approached	✓		I
	Ofsted requirements	✓		I
	Data collection, recording and use	✓		I
Other qualities	Hardworking/Loyal/Resilient/Creative Courageous/Honest/Clear moral purpose Good sense of humour	✓		A/I
	Enthusiastic 'can-do' approach	✓		A/I
	Can work as a member of a team as well as leader of the team	✓		A/I
	Lead by example High expectations of self and others	✓		A/I
	Self-motivator/self-starter excited by the prospect of shaping this role	✓		A/I
	Has a passion for delivering education that is pupil centred and cutting edge	✓		A/I
	Has credibility and able to work effectively with Trustees	✓		A/I