

Post - Education Director

Person specification

Demonstrate and provide evidence of the following:

Qualifications		Assessment		
#	Competency	Essential (E) or desirable (D)	Application form	Interview
1.	Qualified to degree level or equivalent	E	*	
2.	PGCE	E	*	
3.	Qualified Teacher Status	E	*	
4.	Evidence of continuous professional development	E		*
5.	National Professional Qualification (NPQH, EL, SL)	D	*	
6.	Masters Level degree qualification	D	*	
Experience				
7.	Strong recent record of educational leadership at Principal/Headteacher/Deputy Headteacher level, including demonstrable impact in raising standards, improving academic outcomes and having personal impact	E	*	*
8.	Track record of leading initiatives successfully across more than one school, influencing and supporting other leaders to have impact and achieve success in improved outcomes	E	*	*
9.	Experience of developing and delivering successful school improvement programmes resulting in impact in improved outcomes across schools	E		*
10.	Experience of successfully supporting through coaching and mentoring, and challenging senior staff	E	*	*

11.	Experience of working at Board level and with governance committees to shape and implement long-term strategy	E	*	*
12.	Experience of designing tracking and monitoring systems and implementing these to secure improved outcomes.	E		*
13.	Experience of managing people, budgets and resources effectively	E	*	*
14.	Recent experience of Ofsted either as an inspector, or as a leader managing a school/schools through successful inspection(s).	E	*	*
15.	Experience of working across phases from EYFS, and through KS1-4	D	*	*
Abilities, Skills and knowledge				
16.	Highly skilled at evaluating a school and understanding what is required to generate improvement, with a proven aptitude for coaching and supporting leaders	E		*
17.	Able to develop collaborative working for mutual benefit and improvement	E		*
18.	Able to prioritise workload, particularly under pressure, to meet deadlines and use initiative.	E		*
19.	Effective Partnership working skills, able to draw on and build upon strengths of others to secure outstanding results.	E		*
20.	Able to build a culture of outstanding performance with improvements in standards of teaching, learning and behaviours.	E		*
21.	Able to communicate with any audience effectively at any time, strong written and verbal communication skills	E		*
22.	Able to interpret and present complex data	E		*
23.	Excellent report writing skills	E		*
24.	Excellent IT skills and the use of modern technologies for communication and independent learning	E		*

25.	Good knowledge and understanding of people, governance and budget management and financial systems.	E		*
26.	Excellent interpersonal skills and emotional intelligence	E		*
27.	Available and approachable to all staff at all levels	E		*
28.	To have the highest levels of integrity and probity, committed to the highest levels of effort, endeavour and standards.	E		*
Personal qualities				
29.	A strong commitment to the values of GAET	E	*	*
30.	A strong commitment to the trust and its strategic objectives	E	*	*
31.	A resilient, positive mind-set	E		*

Great Academies Education Trust is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. Appointment to this post is subject to an enhanced DBS disclosure.