

## PERSON SPECIFICATION

**This Person Specification is related to the requirements of the post as determined by the job description. Shortlisting is carried out on the basis of how well you meet the requirements of the person specification. You should refer to these requirements when completing your application.**



**A      I      R**

*A=application I = interview R= reference*

Description: applications should be sent to: <b>recruitment@tibshelffederation.derbyshire.sch.uk</b>	Essential	Desirable			
<b>Professional Qualifications</b>					
• Qualified teacher status	✓		✓		
• Evidence of professional development in preparation for school Headship such as NPQH or equivalent qualification	✓		✓		
<b>Knowledge and Experience</b>					
• A well-grounded and inspirational individual with sustained experience of Head of School or Deputy Head teacher within the last 3 years	✓		✓		
• Experience and evidence of leading SEND across a school	✓		✓	✓	
• Experience of being a designated safeguarding lead within the last 3 years	✓		✓	✓	
• Evidence of developing, and successfully implementing, whole school strategies to raise standards within Key Stage 2 within the last 3 years	✓		✓		✓
• Experience of tackling underperformance, with an appropriate outcome	✓			✓	
• Outstanding classroom practitioner with the ability to inspire others	✓				✓
• Knowledge and understanding of the wider educational agenda and how that impacts on school life	✓				
• In depth knowledge of the statutory requirements pertaining to schools	✓			✓	
• Experience of being whole curriculum lead across a school or Key Stage		✓	✓		✓
• Experience of adhering to financial procedures and of managing a school budget with probity		✓		✓	
• Successful teaching experience in different schools		✓	✓		

### Leadership and Management

• A leader with presence and visibility, who inspires, motivates and empowers others, restless to continue improving the quality and robustness of the teaching team and the outcomes for children	✓			✓	✓
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• A person who sets high standards and holds people to account	✓				✓
• Proven track record of leading others, appointing staff, conducting appraisals and managing performance		✓	✓	✓	✓
• Evidence of successfully developing teams of professionals, delegating effectively and managing change	✓		✓	✓	✓
• Has a thorough grasp of whole school data and how to use it to drive further improvements	✓			✓	
• Is articulate and approachable with excellent communication skills, both verbally and in writing	✓			✓	✓
• A strategic thinker with the ability to analyse, prioritise, operationalise and meet deadlines	✓			✓	✓
• Highly organised, with the ability to anticipate and manage in a complex and changing environment	✓			✓	✓
• Evidence of working with the Governing Body and staff to manage the preparation, implementation and monitoring of the School Plan and self-evaluation process		✓	✓	✓	
<b>Teaching and Learning</b>					
• Understanding of the national changes within education, including curriculum, assessment and Inspection frameworks	✓			✓	
• Experience of organising and implementing the curriculum, establishing creative and effective approaches to teaching and learning	✓		✓		✓
• Experience of securing high standards of behaviour and attendance, ensuring an ethos of challenge and support	✓		✓	✓	✓
• The ability to ensure an inclusive environment, taking account of the richness and diversity of the school community, promoting positive strategies for challenging prejudice	✓		✓	✓	✓
<b>Personal Qualities and Attributes</b>					
• A person with a passion for children's learning and development, and a genuine respect of 'childhood' with a commitment to securing the best outcomes for children	✓		✓		✓
• A caring, people person who is approachable, empathic and who demonstrates commitment to the well-being of staff, as well as pupils	✓			✓	✓
• A person who is collegiate in approach, who works well with others in local networks and communities	✓		✓		✓
• A person with energy and initiative who can manage their own time effectively in order to achieve challenging goals	✓		✓		✓
• Demonstrates experience in building a total school community, actively including staff, pupils, parents and governors	✓			✓	✓