



## Deputy CEO: Person Specification

Criteria	Essential		Desirable	
<b>Training and Qualifications</b>	E1	Qualified Teacher Status	D1	Degree
	E2	Professional development or training undertaken in preparation for leadership	D2	Professional development or training undertaken in preparation for headship
<b>Experience</b>	E3	Experience of leadership with proven impact that has raised standards	D4	Evidence of working within a Multi Academy Trust
	E4	Other leadership and management experience	E5	Experience of working with other schools and organisations, leading school improvement
<b>Knowledge and Understanding</b>	E6	Involvement in opportunities for high quality staff development	E1	Experience of working in other schools, assessing performance
	E7	Understanding of current educational provision and the wider school systems	E9	Delivering strategic plans at scale, beyond a single school
	E8	Have excellent understanding of high-quality teaching and learning		
	E9	Demonstrate effective strategic leadership		
	E10	Knowledge of working with other schools and organisations		
	E11	Demonstrate an understanding of the importance of forging good relationships with parents/carers		
E12	Demonstrate an understanding of strong governance to hold the school to account			
		Demonstrate an understanding of how budgets and resources are		

	E13	deployed in the best interest of pupils		
	E14	Understand systems for performance management to hold staff to account		
	E15	Demonstrate an understanding of financial management		
<b>Personal Attributes</b>	E16	Ability to lead by example and be a positive role model with excellent communication skills	E2	Ability to use well evidenced research to achieve curriculum excellence
	E17	Have ambitious standards and high expectations for all staff and pupils	2	
	E18	Ability to articulate a clear vision and purpose for education		
	E19	Personal impact and presence		
	E20	Ability to lead the spiritual development of staff and pupils		
	E21	Demonstrate an ability to address under performance		
	E22	Ability to use well evidenced research to achieve excellence		
	E23	Confident and innovative approach to school improvement		
	E24	Effective partnerships with a range of professionals		
	E25	Promote excellent behaviour and positive attitudes to school life		
	E26	Promote distributed leadership throughout the schools		
	E27	Promote the development of the whole child		
		Use data analysis to effectively drive whole school improvement		

	E28	Encourage all staff to develop their unique potential		
	E29	Identify emerging talent, develop excellence and clear succession planning		
	E30	Ensure the safety of all staff and pupils at all times		
<b>Special Requirements</b>	E32	Evidence of work within a community or charity		
	E32	Source of inspiration and encouragement for all in the school community		