

CEO: Person Specification

Key Criteria		How assessed
Professional qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Degree level qualification relevant to the role • A record of recent, relevant continuing professional development • Qualified Teacher Status <p>Desirable</p> <ul style="list-style-type: none"> • Post graduate educational/management qualification • MAT CEO/System Leadership Training 	App/Doc
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Proven experience of successful leadership in primary schools • Proven record of successful leadership, development and delivery of school improvement priorities and improving outcomes for learners in an inclusive way • Proven record of developing a strong team culture with senior leaders and fostering a positive work ethos • Evidence of successfully leading, managing and supporting senior leaders to deliver successful outcomes • Successful educational experience of working with children and young people in diverse communities • Worked with and developed strong relationships with all stakeholders • Successful experience of promoting equality and diversity across an organisation • Proven record as an effective leader and strategic thinker • Highly successful experience of leading organisational development, change management, strategic planning and resource management in education • A successful track record in human resource planning, management and development • Proven experience of governance at a Trust level • Demonstrable successful experience of system leadership, and building strong, effective partnerships <p>Desirable</p> <ul style="list-style-type: none"> • Proven record of executive leadership in a Multi Academy Trust • Successful experience of working in and/or across different schools to lead and deliver school improvement with impact • Experience of Trust governance in a Multi-Academy Trust. • Experience and involvement in a Trust growth strategy. 	App/Ref/Int
Abilities, knowledge and competencies	<p>Essential</p> <ul style="list-style-type: none"> • Able to articulate a vision for high quality education, learning experience and inclusive practice • A strategic thinker who can work with the Trust Board, Central Team, headteachers and stakeholders to deliver the Trust vision • Up to date safeguarding knowledge and training 	App/Ref/Int

	<ul style="list-style-type: none"> • Outstanding communication skills with a range of audiences including parents and learners • Thorough understanding of the OFSTED framework • Excellent knowledge and understanding of the education sector and contemporary educational issues • Forward thinking, able to see the bigger picture, agile, creative thinker who can translate thinking into planning and delivery • Research informed educationalist • Business aware in the context of academy planning, resourcing and regulation • Understanding of the statutory education framework and relevant policies/codes of practice, the statutory, legal and regulatory framework/requirements for Academy Trusts including those relating to governance • Outstanding leadership skills and the ability to demonstrate these both strategically and operationally as required and to act effectively when required, inspiring confidence in others • Ability to rigorously analyse, process and evaluate relevant data and information and communicate outcomes with colleagues including Trustees. • Ability to plan strategically, use resources strategically, review outcomes and take appropriate action as required to achieve sustainability • Able to make and articulate open and transparent decisions • Ability and willingness to empower others • Understanding and ability to know when to lead, when to be a team player and when to work collaboratively • Very effective negotiating and influencing skills • Evidence of the successful use of coaching and mentoring skills • An organiser who can establish a clear planning, delivery and evaluation framework <p>Desirable</p> <ul style="list-style-type: none"> • Understanding of the statutory education framework and relevant policies/codes of practice, the statutory, legal and regulatory framework/requirements for Multi Academy Trusts including those relating to governance • Knowledge of grant and funding opportunities available to a MAT 	
<p>Personal qualities</p>	<p>Essential</p> <ul style="list-style-type: none"> • Strong sense of moral purpose and commitment to achieving the Trust vision • Committed to the highest standards in all areas of professional and public life • Excellent relationship manager with all partners, colleagues, learners, stakeholders and peers • Able to build, maintain and develop collaboration and teamwork • Committed to the development of others • Intellectual versatility and emotional intelligence • Able to advocate, facilitate and negotiate • Energetic and resilient, calm under pressure and self-motivated • Able to be a strong, respected visible presence, influential and appropriately challenging when required • Excellent inter-personal skills • Visible and approachable, empathetic and enjoys engaging with pupils, staff, parents and the wider community • Resilient and robust whilst also showing compassion in dealing with people and issues and is calm under pressure • Natural networker able to engage effectively and communicate with the wider community • Able to demonstrate sound judgement and prioritise issues/risks effectively • Can negotiate and consult effectively with the capacity to influence others, managing change with respect and sensitivity and ensuring appropriate decisions are made • Able to inspire high levels of performance in children/students and staff • High levels of personal organisation with excellent time management • Able to make clear and transparent decisions about the direction of the Trust 	<p>App/Ref Int</p>

	<ul style="list-style-type: none"> • Able to develop and maintain an inclusive and collaborative ethos between the Central Team, schools and senior staff in the Trust • Self-aware with a sense of proportion, humility and a sense of humour 	
Other Requirements	<p>Essential</p> <ul style="list-style-type: none"> • Work flexibly, including any service specific hours • Demonstrate a firm commitment to Inspire Partnership Multi-Academy Trust and desire to see the Trust flourish and expand in a sustainable manner • Applicants must not be disqualified by law from holding directorships and must undergo an enhanced DBS check 	App/ Ref/Int
	<p>How assessed key: App = Application; Doc = Documentary evidence; Ref = Reference; Int = Interview</p> <p><i>Inspire Partnership Multi Academy Trust is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure and Barring Service.</i></p> <p><i>Inspire Partnership Multi Academy Trust is committed to equal opportunities in employment and we positively welcome your application.</i></p>	

