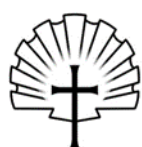


CRITERIA	QUALITIES
Qualifications and training	<p><i>Essential:</i></p> <ul style="list-style-type: none"> ➤ Qualified teacher ➤ Degree <p><i>Desirable:</i></p> <ul style="list-style-type: none"> ➤ NPQH or further professional qualification
Experience	<p><i>Essential:</i></p> <ul style="list-style-type: none"> ➤ Evidence of successful leadership experience in the primary sector ➤ Evidence of driving improvements at a whole-school level ➤ Successful high quality teaching experience within the EYFS/Primary age range <p><i>Desirable:</i></p> <ul style="list-style-type: none"> ➤ Advanced Skills/Leading Practitioner status
Strategic Leadership	<p><i>Essential:</i></p> <ul style="list-style-type: none"> ➤ Ability to provide clear educational vision and direction ➤ Ability to inspire and motivate all stakeholders ➤ Evidence of developing effective strategies for school improvement ➤ High level of involvement with school improvement planning ➤ High level involvement in monitoring and evaluation procedures leading to clear impact ➤ Ability to work in partnership with senior leaders and governors ➤ Ability to set challenging targets for children and staff ➤ Ability to analyse and use pupil data on attainment and progress to raise standards ➤ Understand the principles of effective teaching and learning



St. James



Leading Learning and Teaching	<p><i>Essential:</i></p> <ul style="list-style-type: none"> ➤ Successful experience of monitoring, evaluating and improving the quality of teaching and learning ➤ Understanding the role and impact of assessment in children's learning ➤ Secure knowledge of statutory requirements relating to curriculum and assessment ➤ Experience of leading curriculum innovation ➤ Successful experience of developing effective learning behaviours
Leading and Managing the Organisation	<p><i>Essential:</i></p> <ul style="list-style-type: none"> ➤ Ability to lead, manage and motivate across the school community ➤ Ability to establish positive working relationships ➤ Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams ➤ Successful experience of identifying the need for, and leading, in-service training ➤ Significant experience of taking a lead role in performance management of staff ➤ Experience of dealing with staff when performance gives cause for concern ➤ Successful experience of managing budgets ➤ Ability to manage, monitor and review available resources, ensuring value for money <p><i>Desirable:</i></p> <ul style="list-style-type: none"> ➤ Experience of working with Governors ➤ Budgetary management at whole school level ➤ Experience of recruiting and deploying staff
Personal qualities	<p><i>Essential:</i></p> <ul style="list-style-type: none"> ➤ Strong commitment to raising standards ➤ High expectations of self and others ➤ Ability to establish and maintain positive relationships, including with parents ➤ Ability to remain positive and enthusiastic, including when under pressure ➤ Good communication skills ➤ Empathy with children