



PERSON SPECIFICATION

Chief Executive Officer (CEO) at James Cook Learning Trust

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

| Key Criteria | Essential | Desirable |
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| Professional Qualifications | <p>Degree and recognised professional qualification relevant to the role.</p> <p>A record of recent and relevant continuing professional development.</p> | <p>Post-graduate educational / leadership or management qualification.</p> |
| Key Competencies | <p>Decision making / risk management</p> <p>Strategic Thinking</p> <p>Setting and achieving challenging goals</p> <p>Building effective teams</p> <p>Accepts accountability and holding others to account</p> <p>Influencing</p> <p>Promotes a culture of reflection and self-evaluation</p> | |
| Experience | <p>Significant experience of successful Headship of a school and / or a senior leadership role within a Trust or senior leadership role in another educational environment.</p> <p>Comprehensive knowledge Ofsted frameworks for School Inspection.</p> <p>Proven experience of successfully leading and supporting school improvement priorities / outcomes and understanding of Ofsted frameworks.</p> <p>Experience of organisational governance and accountability frameworks.</p> <p>Evidence of strategic planning and review of progress against plans in terms of standards, performance and finances.</p> | <p>Experience of successful Headship of a school or a senior leadership role within a Trust or senior leadership role in another educational environment.</p> <p>Experience of developing PR and marketing strategies.</p> <p>Experience of managing significant growth in pupil numbers within a short timescale.</p> <p>Experience in potential asset development / school buildings projects.</p> <p>Experience in schools across a range of settings including those in areas of disadvantage and those serving children with significant need.</p> |

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| | <p>Proven track record of developing business planning and managing the introduction of new initiatives.</p> <p>A successful track record of human and financial resources management.</p> <p>Proven experience of implementing significant change in order to secure school improvement.</p> | |
| Skills and Abilities | <p>Ability to communicate a vision of outstanding teaching and learning through inspiration and empowerment.</p> <p>Forward thinking with the ability to identify and develop options for growth.</p> <p>Understanding of the statutory educational framework, current educational issues relating to academies and knowledge of relevant policies, legislation and codes of practice across Education.</p> <p>Finance – project costing and budgetary management.</p> <p>Resource management –securing and monitoring resources.</p> <p>Ability to advise on funding and grant opportunities for the Academy Trust.</p> <p>Ability to plan strategically based on use of data, targets and benchmarking.</p> <p>Ability and commitment to work flexibly and collaboratively as part of a team whilst taking a leading role when required.</p> | |
| Behavioural competencies | <p>Pragmatic.</p> <p>A team player with strong empowerment skills.</p> <p>Strong leadership skills.</p> <p>Adaptable and flexible.</p> <p>Action orientated – outcomes focused.</p> <p>Excellent and flexible communication skills.</p> | |
| Personal qualities | <p>Excellent relationship management, experience of successfully working with Governing Bodies / Trustees and building effective working relationships</p> | |

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| | <p>at all levels, and reinforcing partnerships.</p> <p>Ability to develop a high profile and be a strong visible presence for the Trust</p> <p>Ability to articulate vision to a variety of audiences.</p> <p>Advocacy, facilitation and negotiation skills.</p> <p>Versatile and innovative.</p> <p>Emotionally intelligent and perceptive.</p> <p>Reliable and trustworthy.</p> <p>Demonstrates energy, dynamism and resilience.</p> <p>Ability to influence and provide challenge.</p> <p>Proactive and positive approach to problem solving.</p> <p>Calm under pressure and self-motivated.</p> <p>Excellent interpersonal skills with the sensitivity to work well in a range of situations.</p> | |
| <p>Safeguarding</p> <p>(These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure)</p> | <p>Demonstrate a commitment to safeguarding and the welfare of children and young people.</p> <p>Ability to form and maintain appropriate relationships and personal boundaries</p> <p>Emotional resilience in working with challenging behaviours</p> <p>Appropriate use of authority and discipline</p> | |