



The Hill Trust



BREDON HILL ACADEMY / THE HILL TRUST

HEADTEACHER / INTERIM CEO – CANDIDATE SPECIFICATION 2019

ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATION	<ul style="list-style-type: none"> • Qualified teacher status • NPQH - completed, enrolled on course, or exempt 	<ul style="list-style-type: none"> • Degree • Management qualification
TRAINING	<ul style="list-style-type: none"> • Evidence of recent and relevant in-service training • Evidence of continuing professional development 	<ul style="list-style-type: none"> • Training in financial management
EXPERIENCE	<ul style="list-style-type: none"> • Teaching experience in more than one school • 3 years' experience as a headteacher, deputy headteacher or member of a leadership team in a middle or secondary school • Experience as a specialist subject teacher • Evidence of leading a strategic development or initiative, for the whole school or a curriculum area, in the last 3 years 	<ul style="list-style-type: none"> • Sound understanding of recent developments affecting middle schools • Experience of teaching pupils in years 6-8 range • Experience of strategic and financial planning • Management experience of KS2 and KS3 • Experience of working in an academy trust • Been on BoD of an academy trust
SKILLS	<ul style="list-style-type: none"> • Proven decision-making skills • Excellent communication and interpersonal skills • Comprehensive IT skills • Ability to lead a team and to delegate effectively • Outstanding class teacher 	<ul style="list-style-type: none"> • Proven ability to work effectively with directors/governors • Evidence of liaison on behalf of school with external agencies
QUALITIES	<ul style="list-style-type: none"> • A dynamic and inspirational leader with a clear vision for the school • Able to command respect from staff, pupils and parents • Able to relate well to pupils as individuals in a caring and sensitive manner 	<ul style="list-style-type: none"> • Varied outside interests • A sense of humour
VALUES	<ul style="list-style-type: none"> • A whole-hearted focus on the school • A determination to encourage all pupils to be the best they can be • A commitment to the wider community 	<ul style="list-style-type: none"> • Evidence of involvement with extra-curricular activities

