

SAFFRON ACADEMY TRUST
DIRECTOR OF SCHOOL IMPROVEMENT (Primary)
PERSON SPECIFICATION

(The person specification should be read in conjunction with the role description)

	Personal Qualities	Essential	Desirable
1	Intellectual capacity, mental resilience and organisational skills to manage a large and diverse workload.	✓	
2	An enthusiasm for the job and an ability to motivate others.	✓	
3	An ability to be both a team leader and a team player.	✓	
4	Commitment, energy, creativity and imagination. A capacity for hard work.	✓	
5	A positive approach and attitude to change.	✓	
6	An ability to listen to the ideas of others and use them when appropriate. Excellent communication skills.	✓	
7	A well-developed sense of humour.	✓	
8	A leader in demanding high standards of student behaviour and an excellent learning ethos.	✓	
9	Personal drive and ambition for self and others.	✓	
10	Good influencing/negotiating skills	✓	
11	Ability to work in a team and on own initiative	✓	
12	Willing and able to drive around Essex and associated localities	✓	
	Experience and Personal Development	✓	
13	An outstanding classroom practitioner	✓	
14	Experience of working across the whole primary age range		✓
15	Evidence of high-level leadership skills and emotionally intelligent management to get the best out of people at all stages of their careers	✓	
16	Experience of successfully leading a whole-school improvement initiative.	✓	
17	Evidence of having raised standards and innovated successfully in a school.	✓	
18	Evidence of having supported school improvement in another school.		✓
19	Evidence of commitment to personal professional development.	✓	
20	Experience of monitoring and evaluating.	✓	
21	Evidence of delivering high quality CPD	✓	✓
22	Experience of consultancy and training		✓
23	Experience of meeting deadlines, setting targets and/or managing change		✓
24	Experience of conducting and using research to contribute to school improvement	✓	
	Knowledge, Understanding and Skills		
25	Excellent understanding of the key elements of outstanding teaching.	✓	
26	Excellent communication skills (oral and written), including presentations and to smaller meetings.	✓	
27	An ability to analyse and interpret data.	✓	
28	Strong organisational, administrative and time management skills.	✓	
29	An excellent understanding of current curriculum developments and their implications.	✓	
30	An understanding of the role of research evidence in contributing to school improvement.	✓	
31	A Masters in Education		✓
32	An understanding of and experience of how to coach teachers to be more effective.	✓	
33	An understanding of a variety of MAT structures and growth models		✓
34	A knowledge and understanding of how to write successful bids to secure additional funds for school improvement		✓

March 2021