

# HAZELMERE JUNIOR SCHOOL

## PERSON SPECIFICATION – School Business Manager

General heading	Detail	Examples
<b>Qualifications &amp; Experience</b>	Specific qualifications & experience	Successful experience of administrative and information systems in a busy school environment Professional qualification in HR/Administration or equivalent experience (NVQ Level 4 or equivalent)
	Knowledge of relevant policies and procedures	Excellent working knowledge of general school policies and procedures
	Literacy	Excellent reading and writing skills
	Numeracy	Ability to count and undertake complex calculations
	Technology	Ability to use word processor, databases and other IT applications and support others in the use of ICT
<b>Communication</b>	Written	Ability to complete detailed and complex reports, forms and letters and provide financial reports
	Verbal	Ability to exchange verbal information clearly and sensitively with children and adults
	Languages	Overcome communication barriers with children and adults and support others
	Negotiating	Ability to consult with colleagues in an effective way
<b>Working with children</b>	Behaviour Management	Good understanding and implement the school's behaviour management policy
	SEN	Good Understanding and support the differences in children and adults and respond appropriately in relation to the role
	Curriculum	Good understanding of the learning experience provided by the school in relation to the role
	Child Development	Good understanding of the way in which children develop in relation to the role
	Health & Well being	Understand the importance of physical and emotional wellbeing Ability to support children who may be unwell
<b>Working with others</b>	Working with partners	Excellent understanding of the role of others working in and with the school
	Relationships	Ability to establish rapport and respectful and trusting relationships with children, their families and carers and other adults
	Team work	Ability to work effectively with other adults in the school Ability to work on own
	Information	Ability to provide timely and accurate information
<b>Responsibilities</b>	Organisational skills	Excellent organisational skills Ability to work accurately with attention to detail
	Line Management	Ability to lead and motivate a team in a positive and successful way and build a successful team

<b>General</b>	Time Management	Ability to manage own time effectively
	Creativity	Ability to follow instructions effectively
	Equalities	Demonstrate a commitment to equality
	Health & Safety	Good understanding of Health & Safety
	Child Protection	Understand and implement child protection procedures
	Confidentiality/Data Protection	Understand procedures and legislation relating to confidentiality
	CPD	Demonstrate a clear commitment to develop and learn in the role Ability to effectively evaluate own performance and share knowledge with others