

ASCENT ACADEMIES TRUST
PERSON SPECIFICATION - Academy Improvement Lead 16-25

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
Qualifications & Education	E1	GCSE A*-C or equivalent in Maths & English (evidence required)	Application Certificate			
	E2	Qualified Teacher Status or QTLS (evidence required)	Application Certificate			
Experience & Knowledge	E3	Experience as a senior leader or middle leader.	Application Reference Interview			
	E4	Outstanding teacher with experience of coaching and mentoring others.	Application Reference Interview			
	E5	Experience of managing, developing, inspiring and motivating staff.	Application Reference Interview			
	E6	Demonstrable success in raising standards and meeting challenging targets.	Application Reference Interview			
	E7	Experience of implementing new strategies/initiatives for students 16-25 and evaluating outcomes	Application Reference Interview			
	E8	Experience of working in FE provision in a college environment	Application Reference Interview			
	E9	Experience of using a range of sources to secure funding	Application Reference Interview			
	E10	Experience of developing high quality work related learning opportunities	Application Reference Interview			

Skills	E11	Excellent oral and written communication skills with an ability to negotiate at all levels.	Application Interview Presentation			
	E12	Be E-confident and able to understand and promote the benefits of ICT and future technology in an educational context.	Application Interview			
	E13	Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines.	Application Reference Interview			
Personal Attributes	E14	High personal standards of integrity and probity.	Application Reference			
	E15	Enthusiasm, vision, drive, adaptability and resilience	Application Reference Interview			
	E16	Be confident, positive and approachable	Application Reference Interview			
	E17	Be able to secure the loyalty and confidence of pupils, staff, parents, Trustees and others.	Application Reference			
	E18	Have consideration of the views of others	Application Reference			
	E19	Ability to create a learning culture within the organisation, which is recognised by staff, pupils and parents	Application Reference Interview			
	E20	Commitment to personal development.	Application Interview			
	E21	Be able to understand and develop your own emotional intelligence.	Application Interview			

Special Requirements	E22	Be willing to work outside normal hours.	Application Interview			
	E23	To be flexible in order to meet the demanding nature of this role.	Application Reference Interview			
	E24	Suitable to work with children and young people	Application Disclosure			