

| <b>Personal attributes required based on Job Description</b><br><i>Essential requirements are those without which an applicant will not be considered for appointment.</i>  | <b>Essential (E)<br/>Or<br/>Desirable (D)<br/>Criteria</b>  |
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| <b>Qualifications:</b> <ol style="list-style-type: none"> <li>1. Degree qualification</li> <li>2. Qualified Teacher Status</li> <li>3. Higher degree or post graduate qualification in education, leadership or management</li> <li>4. Coaching qualification or commitment to gaining one</li> </ol>   | <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">D</p>   |
| <b>Experience:</b> <ol style="list-style-type: none"> <li>1. Demonstrable experience of successfully leading significant school improvement projects.</li> <li>2. Demonstrable experience of teaching a broad ability range of pupils.</li> <li>3. Demonstrable experience of change management theory and practice.</li> <li>4. Demonstrable experience of writing, implementing and achieving improvement plans.</li> <li>5. Demonstrable experience of working in primary education within a challenging environment.</li> <li>6. Demonstrable experience of delivering effective development programmes.</li> </ol> | <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">E</p> <p style="text-align: center;">D</p> <p style="text-align: center;">E</p> |
| <b>Knowledge:</b> <ol style="list-style-type: none"> <li>1. Good knowledge of leadership and management approaches to enable successful implementation improvement plans..</li> <li>2. Detailed knowledge of the national curriculum and current primary curriculum (including EYFS).</li> </ol>  | <p style="text-align: center;">E</p> <p style="text-align: center;">E</p>   |

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| 3. Knowledge of KS3 curriculum and how this influences KS2 schemes of work.  | E |
| 4. Up to date knowledge of the General Data Protection Regulation and Safeguarding legislation.  | E |
| <b>Skills and Abilities</b>  |   |
| 1. Ability to teach, model teaching and support teacher development.   | E |
| 2. Ability to work across a range of different types of academies.   | E |
| 3. Expert people management and leadership skills, to lead by example.   | E |
| 4. Ability to inspire and motivate others to achieve success.  | E |
| 5. Strong resilience and mental toughness to operate in a challenging environment.   | E |
| 6. Readiness to seek and respond to advice and guidance.   | E |
| 7. Ability to set, expect and monitor excellent standards.   | E |
| 8. Strong ability and drive to achieve challenging personal and organisational goals.  | E |
| 9. Able to effectively use data to set targets, monitor and raise standards.   | E |
| 10. Excellent collaborative working skills to perform effectively as part of the wider team of the Fylde Coast Academy Trust.  | E |
| 11. Excellent written and verbal communication to a range of audiences.  | E |
| 12. The ability to manage change supportively and effectively through negotiation, dialogue and meaningful consultation to achieve desirable and progressive outcomes. | E |
| 13. Excellent ability to be emotionally intelligent and develop and maintain relationships with colleagues at every level in the organisation.                         | E |
| 14. Strong ability to present information to others in a clear and concise way; both written and verbal.   | E |

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| 15. High level of initiative, proactive and creative thinking to anticipate issues, address problems and pursue opportunities.          | E |
| 16. Excellent ability to organise and prioritise a busy workload.   | E |
| 17. The ability to work flexibly and respond to change on a daily basis.  | E |
| 18. The ability to work as an effective team leader and ensure the involvement and commitment of all team members.                      | E |
| 19. The ability to demonstrate professional behaviour at all times, remaining calm in potentially sensitive or challenging situations.  | E |
| 20. The ability to work with confidence and consistency to maintain trust and assurance in the reputation of FCAT.                      | E |
| 21. Strong analytical skills.   | E |
| 22. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information. | E |
| 23. Encourage and promote non-discriminatory behaviour and sustain strong equality and diversity.                                       | E |
| <b>Other Attributes</b>   |   |
| 1. Possess a driving licence and car to be able to travel between the different Academies within the Multi Academy Trust.               | E |
| 2. Evidence of continued professional development   | D |