

## LEARNING ACCORD MULTI ACADEMY TRUST

### Academy Improvement Officer

### Person Specification

Key Criteria	Essential	Desirable
<b>Professional Qualifications</b>	<ul style="list-style-type: none"> <li>Degree and recognised professional qualification relevant to the role</li> <li>A record of recent and relevant continuing professional development</li> </ul>	<ul style="list-style-type: none"> <li>Post Graduate, relevant educational, leadership or management qualification e.g. NPQ</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Demonstrable success in achieving rapid and sustained school improvement as a senior/middle leader.</li> <li>Experience of modelling outstanding teaching and learning and sustained practice development</li> <li>Experience of providing support for school improvement, with sustained &amp; positive impact</li> <li>Experience of successful working with governing bodies.</li> <li>Evidence of strategic planning.</li> <li>Understanding of the current educational landscape.</li> </ul>	<ul style="list-style-type: none"> <li>System leadership beyond own school (e.g. Senior/Middle Leader, LA Adviser, Consultant, SIP, LLE, SLE, professional partner)</li> <li>Knowledge &amp; understanding of an Academy Trust environment.</li> <li>Leadership experience in a school with a Christian character and ethos.</li> <li>Worked across a range of school types and sizes.</li> <li>Successfully led significant organisational change &amp; improvement.</li> </ul>
<b>Skills, Abilities and Competencies</b>	<ul style="list-style-type: none"> <li>Comprehensive knowledge of the schools' Ofsted Inspection criteria and processes</li> <li>Ability to communicate a vision of outstanding teaching and learning through inspiration and empowerment</li> <li>Proven experience of successfully leading and supporting school improvement priorities/outcomes and understanding of Ofsted and SIAMS frameworks</li> <li>Experience of working with school governance</li> <li>Strategic planning and review of progress against plans in terms of standards and performance, taking decisive action where necessary</li> <li>Ability to plan strategically based on use of data, targets and benchmarking</li> <li>Proven track record of improvement action planning and monitoring of progress including managing the introduction of new initiatives</li> <li>Ability and commitment to work flexibly and collaboratively as part of a team whilst taking a leading role when required</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge/Experience of working within an Academy Trust setting</li> <li>Experience of governance at School and/or Academy Trust level</li> <li>Knowledge/Experience of working with the Diocese and the Church of England</li> <li>Knowledge and experience of working with 'Analyse School Performance' and FFT</li> <li>Experience of liaison with LA and/or Diocese</li> </ul>
<b>Behavioural Competencies</b>	<ul style="list-style-type: none"> <li>People oriented with an ability to positively influence and empower</li> <li>Excellent team building skills</li> <li>Strong leadership skills</li> </ul>	

	<ul style="list-style-type: none"> <li>• Adaptable and flexible</li> <li>• Action orientated – outcomes focused</li> <li>• Excellent and adaptable communication skills</li> </ul>	
<b>Faith and Ethos</b>	<ul style="list-style-type: none"> <li>• Actively promote and develop the Christian based ethos of the Learning Accord Multi Academy Trust</li> <li>• Further develop the vision and values across the Trust Academies.</li> <li>• Commitment to working within the Trust’s Christian ethos and values, leading by example</li> <li>• Commitment to working in partnership within the Anglican Diocese of Leeds</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a Christian educational context</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Excellent relationship management, experience of successfully working with Governing Bodies, building effective working relationships at all levels, and reinforcing partnerships</li> <li>• Ability to articulate vision to a variety of audiences</li> <li>• Advocacy, facilitation and negotiation skills</li> <li>• Intellectually versatile and innovative</li> <li>• Emotionally intelligent and perceptive</li> <li>• Reliable and trustworthy</li> <li>• Demonstrates energy, dynamism and resilience</li> <li>• Proactive and positive approach to problem solving</li> <li>• Ability to develop a high profile and be a strong visible presence for the Trust</li> <li>• Calm under pressure and self-motivated</li> <li>• Ability to influence and pursue challenging and rigorous questions</li> <li>• Excellent interpersonal, skills with the sensitivity to work well in a range of situations</li> </ul>	