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|  | **Essential** | **Desirable** |
| **Christian Ethos** | * To actively support and develop the academy and Trust’s Christian ethos | * Experience of effective leadership in a Church of England school * To be a practicing Christian |
| **Qualifications** | * Honours degree * Qualified Teaching Status * Further relevant professional studies | * Evidence of further professional development and training e.g NPQML or recognised award in leadership (or currently completing). |
| **Experience** | * A highly successful teacher with recent, relevant experience in at least one other school setting. * Experience of significant whole school leadership and a proven track record of having a successful, whole school impact on learning and teaching. * Experience of liaising and building excellent relationships with parents/carers. * Has regularly led training events for the staff team. * Experience of leading and developing support staff. * Experience of school development and improvement planning * Experience of regular and effective liaison with Governors and other external stakeholders | * Has taught in at least two different school settings. * Has led Performance Management, holding self and others to account. * Has led training in own school and externally. * Part of the school leadership/management team * Led an aspect of school improvement |
| **Teaching Quality and Experience** | * Possess thorough understanding of the requirements and opportunities of the Primary curriculum (Reception – Year 6) * Is an excellent teacher with the ability to inspire pupils to become effective, independent learners * Ability to plan lessons effectively and have sound understanding of strategies to raise attainment * Using data, through monitoring and evaluating to inform the progress and attainment of pupils | * Knowledge of and potential to build positive and effective programmes for staff development in particular developing coaching and mentoring * Have experience of teaching a range of year groups and Key Stages * Experience of working closely with parents to achieve positive outcomes |
| **Personal Qualities** | * Confident and has strong career aspirations * Energetic and has a can-do attitude * Develop self-awareness, self- management and self-confidence and use effectively * The potential for creative and innovative leadership * Excellent organisational skills * The ability to manage, organise and motivate all staff with diplomacy, sensitivity and good humour * Listen, reflect and communicate effectively * Ability to work well in a team * Ability to think creatively * Enthusiasm, energy and commitment * Have the ability to relate positively to pupils, parents and other stakeholders |  |

***Holy Trinity CE Primary Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be required to undertake an enhanced DBS check and Disqualification by Association check.***