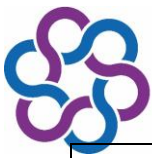




JOB DESCRIPTION

Job Title: Trust Senior Leader	
Leadership range 14-19	
Responsible to: To be determined dependant on deployment	Responsible for: Designated staff within the academy in which you are deployed, or within your Oldham hub or Derby hub remit
Job Description - This job description is based on the national standards for HeadTeachers and may be amended at any time following consultation between the postholder, Leadership Team and Board of Trustees.	

<p>Core Purpose of the Post:</p> <p>The postholder will:</p> <ul style="list-style-type: none">• Be expected to be deployed into Academies to provide expert additional senior leadership team capacity, potentially in the role of Head of Academy; the postholder would be expected to be flexible and responsive and operate across different academies over the next three years.• To undertake the professional duties of a principal on a day to day basis, as set out in the current School Teachers' Pay and Conditions Document and National Standards for headship• Have the day to day responsibility for raising the quality of teaching and learning and for pupils' achievement, setting high expectations and monitoring and evaluating the effectiveness of learning outcomes• Build a professional learning community that enables others to achieve. Through performance management and effective continuing professional development practice, the principal supports all staff to achieve high standards• Ensure that the academy and the people and resources within it are organised and managed to provide an efficient, effective and safe learning environment, by building capacity across the workforce and ensuring resources are deployed to achieve value for money• The post holder could, if required be expected to undertake some class teaching, including coaching and supporting other teachers to develop and improve their practice in line with the latest research and evidence findings.



- Must establish high quality education by leading teaching and learning, having high aspirations and developing all staff
- Manage the school, in the absence of an Executive Principal, and responding to improvement priorities, including: establishing an effective whole school approach to behaviour and attendance, monitoring pupil progress and the quality of provision, the development and organisation of the curriculum, and the oversight of the quality of the assessment.
- To develop with the Executive Principal a whole school professional development programme focused on priority areas identified in the Academy Self-Assessment.
- Play a major role in supporting the effective implementation the Academy Development Plan and in responding to improvement priorities.
- Undertake the professional duties as required and such duties as are delegated by the Executive Principal / Trust Leadership Team

Hub wide responsibilities :-

The post holder will be deployed into one Academy to add senior leadership capacity, but be expected also to have a cross-Trust in a designated area, to be determined by the skills and experience of the successful candidate, this could include, as an example :-

- Implementation of strategies which have desired improvements
- Mentoring and modelling outstanding teaching to improve the quality of teaching
- Developing programmes that support school to school support
- Developing an effective approach to the mentoring & supporting the induction of Teach First candidates, RQTs, and NQTs.
- Contribution to Trust wide professional development in priority areas of need across the hub, including in the design and delivery of programmes that meet priorities identified by the Hub and by Oldham/Derby's Opportunity Area Board.

The applicant will be required to safeguard and promote the welfare of children and young people.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to Deputy Headteachers.

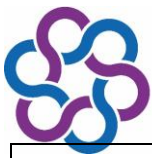


PERSON SPECIFICATION

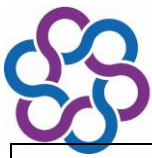
Job Title: Trust Senior Leader

***Information for applicants: when completing the application form please remember that you are only required to supply relevant evidence to satisfy the emboldened criteria below**

	Criteria	Essential (E) / Desirable (D)	How Assessed
Education & Qualifications	Qualified teacher status	E	Application form
	Degree	E	
	NPQL or commitment to obtain	E	
Work related experience	Experience in a Senior Leadership role	E	Application Form
	Experience of leading a journey of improvement in a primary setting.	E	Application Form
	Experience of successful strategies for raising pupils' achievement and educational development, promoting pupils spiritual, moral, social and cultural development and their good behaviour.	E	Selection process
	Experience of strategies for effectively managing a wide range of staff.	E	Application Form
	Experience of implementing and overseeing successful school / academy improvement initiatives.	E	Selection process
	Experience of analysing comparative data, together with information for pupils' prior attainment, to establish benchmarks and to set targets for improvement in teaching and learning.	E	Application Form
	Experience of current good practice in assessment techniques and curriculum development.	E	Application Form



	Criteria	Essential (E) / Desirable (D)	How Assessed
	Experience of strategies for curriculum enrichment that have shown successful impact for all age groups.	E	Selection process
	Experience of different leadership styles and practices and their effects in a variety of contexts within school.	D	Selection process
	Experience of equality of opportunity and inclusion and the implications for this academy.	E	Selection process
	Experience of thinking and planning strategically that will continue to build, communicate and carry forward a coherent and shared vision.	E	Application Form /
	Experience of leading innovation, creativity and change in a school and wider educational context.	E	Selection process
	Experience of the strategies for improving the quality of learning and teaching including promoting excellence and challenging poor performance.	E	Application Form / Selection process
	Experience of monitoring and evaluating the effectiveness of learning and teaching including its outcomes in terms of standards, achievement, personal development and wellbeing.	E	Selection process
	Experience of mentoring and supporting trainee teachers / NQT's	E	Selection process
	Experience of design, co-ordination and delivery of professional development for teaching staff	E	Selection process



	Criteria	Essential (E) / Desirable (D)	How Assessed
Skills & Abilities	Able to think creatively to anticipate and solve problems and demonstrate balanced and fair judgement.	E	Application Form / Selection process
	Able to consult and negotiate to achieve the best possible outcomes for children and their families.	E E	Selection process
	Able to work in partnership and accept appropriate support from others, including colleagues, Governors and the Trust.	E	Selection process
	Able to work in collaboration and network within and beyond the academy.	E	Selection process
	Able to establish and sustain effective organisational structures, systems, policy and practice including safeguarding.	E E	Selection process
	Able to engage in dialogue that builds partnerships and community consensus on values, beliefs and shared responsibilities at the academy.	E	Selection process
	Able to build and sustain effective relationships with all stakeholders that will enhance the education of all pupils	E	Application Form / Selection process
Knowledge	Knowledge of the principles and practice of Quality Assurance systems including school review, self evaluation and appraisal.	E	Application Form / Selection process
Work Circumstances	Requirement to work flexibly to meet the demands of the post including some evening and weekend work.	E	Selection process
	An enhanced Disclosure and Barring check is required.	E	Selection process



THE HARMONY TRUST

BELIEVE • ACHIEVE • SUCCEED

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