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| **Minimum Requirements** | ESSENTIAL | DESIRABLE | Measured by: |
| Generic |
| An inspirational leader with a personal and professional commitment to system wide improvement | \* | Evidence of partnership working across a number of schools to establish effective provision | Application formReferenceInterview |
| Ability to articulate the vision and translate consistently | \* |  | Application formInterview |
| Knowledge of school systems | \* | Knowledge of Multi Academy Trusts | Application formInterview |
| Education, Training and Qualifications |
| Professional qualification at degree level or equivalent | \* | Completion or working towards NPQSL or NPQH | Application form |
| Qualified Teacher Status | \* |  | Application form |
| Experience |
| Successful experiences as a leader or manager in education | \* | Recent involvement with the delivery of programmes in a range of schools | Application formReferenceInterview |
| Proven experience of project management and associated organization and prioritization skills |  | \* | Reference |
| The ability to implement change management effectively and efficiently | \* | Experience of innovation in achieving high performance | Application formInterview |
| Line management experience | \* |  | Application formInterview |
| Successful involvement in performance processes and data analysis to impact on development and change | \* |  | Application formInterview |
| Skills and attributes |
| Exemplary classroom practitioner | \* |  | Reference |
| Excellent organizational and planning skills | \* |  | Application form Interview |
| Excellent interpersonal and communication skills both oral and problem solving | \* |  | InterviewReference |
| Excellent networking skills and integrity to form partnerships with a range of stakeholders |  | \* | Application formReferenceInterview |
| Extensive skills in coaching and mentoring, motivation, negotiating and influencing others | \* | Evidence of leading professional development programmes | Application formInterviewReference |
| Effective presentation skills | \* |  | Interview |
| Ability to work on own initiative, be creative, solve problems and be decisive | \* |  | InterviewReference |
| The ability to work under pressure | \* |  | Interview Reference |
| Ability to approach all confidential matters with discretion, sensitivity and diplomacy | \* |  | Application formInterview |
| Knowledge and Understanding |
| Excellent research and development skills |  | \* | Application formInterview |
| Knowledge of current educational developments and trends, including the Ofsted framework  | \* |  | Application formInterview |
| Deep knowledge of local, regional and national developments in teaching and learning | \* |  | Application formInterview |
| Working arrangements  |
| Able to transport yourself to meetings and schools locally | \* |  | Interview |
| Able to travel to meetings regionally and nationally | \* |  | Interview |
| Successful candidates are required to meet the requirements of DBS |
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**Personal Specification - Director of Research and Development**