



Crown Hills Community College

PERSON SPECIFICATION

Job Title:	Director EIP		
College	Contract School Crown Hills Community College	11-16	Maintained
Reports to:	Chair of EIP and Principal, Crown Hills	Grade:	21-25
Key areas of Responsibility:	Leadership of the EIP	Salary:	£64,792.00 - £71885.00
Additional:	To provide additional Senior Leadership Capacity for EIP Member Schools	Term:	Permanent Full-Time

			Assessed by:	
No	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
QUALIFICATIONS				
1.	A degree qualification	E	√	
2.	Qualified Teacher Status	E	√	
3.	Evidence of Continuous Professional Development	E	√	√
4.	Senior Management qualification	D	√	
EXPERIENCE				
5.	At least 3 years successful senior management experience	E	√	
6.	At least 3 years working in a City secondary or special school.	D		
7.	Effective management of a high-achieving team.	E	√	
8.	Partnership and team working particularly with other schools and or outside agencies	E	√	√
9.	Successful budget management, setting, deploying and reporting against budget headings.	E	√	

10.	Evidence of innovation and creativity to engage, enthuse and progress.	E	√	√
11.	Developing and leading the implementation of strategies and INSET to achieve whole school/college improvement.	E	√	
			Assessed by:	
No.	CATEGORIES	Essential/ Desirable	App Form	Interview/ Task
12.	Leading improvements in Teaching and Learning.	E	√	√
13.	Experience of managing change successfully	E	√	√
ABILITIES,SKILLS AND KNOWLEDGE				
14.	Ability to establish, participate in and chair effectively a range of professional groups, boards, forums etc.	E	√	√
15.	Ability to seek consensus and/or manage differences of opinion within groups.	E		√
16.	Ability to coach and motivate professionals, individually and within groups, to achieve individual and collective targets.	E	√	
17.	Ability to develop and implement strategies to enhance and sustain whole school initiatives	E	√	√
18.	Ability to work with a range of external agencies and stakeholders to deliver whole-school initiatives.	E	√	
19.	Ability to communicate verbally with and write reports for a range of stakeholders, including EIP Headteachers/Principals and external agencies.	E	√	√
20.	Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes.	E	√	√
21.	Ability to work autonomously, prioritise conflicting demands and thrive under pressure.	E	√	√
22.	ICT skills to manage and report on performance data to a range of audiences	E	√	
23.	Understanding of contemporary issues relating to safeguarding, pastoral matters and learning support.	E	√	√

PERSONAL QUALITIES

24.	Commitment to working flexibly outside of school hours to achieve outstanding outcomes for the partnership.	E	√	
25.	Highly organised, literate, numerate and articulate.	E	√	
26.	A passionate belief in the EIP aims and values.	E	√	√
27.	A strong belief in the value of education in developing citizens.	E		√
28.	Highest levels of professional and personal integrity.	E		√
29.	A strong commitment to inclusion and overcoming barriers to learning and achievement.	E	√	√
30.	Personal resilience, persistence and perseverance.	E		√
31.	Commitment to the pursuit of Continuous Professional Development by oneself and others.	E	√	√
32.	A sense of humour	E		√