



Person Specification: Chief Executive Officer

Qualifications

- Educated to degree level with evidence of continuing professional development
- Qualified teacher
- Catholic Teachers Certificate/CCIA CCRS Desirable

Essential Experience and Knowledge

Practising Catholic, able to commit fully to the distinctive faith-centred ethos of the schools in the Our Lady of Walsingham Catholic Multi Academy Trust:

Significant senior management experience and a proven track record in education;

An excellent understanding of the Catholic schools sector, and education more broadly, with a strong and proven grasp of current educational issues with particular regard to academies and free schools;

Successful track record of performance managing professional staff, improving morale, raising standards and promoting a team ethos;

Proven success in building effective partnerships and links including with central and local government, other agencies and schools to maximise networks and opportunities;

Demonstrable experience of working effectively with a Board/Governing body to create a vision and form the direction for a school/organisation;

Proven experience of strategic financial management, including:

- budget formulation and revision,
- medium and longer term financial planning,
- success in identifying and bidding for grants and other sources of income,
- implementing and maintaining robust monitoring and control systems

Strong business acumen with proven and demonstrable ability to identify efficiencies and drive down core costs without compromising quality of provision;

Experience of strategic risk management including finance, reputation and safeguarding as well as managing change;

A comprehensive understanding of equality and diversity, with successful experience of its promotion and application within schools;

Proven track record in advancing effective teaching and learning and raising achievement in either Secondary or Primary education, with the potential to gain knowledge and experience in the other;

Knowledge and understanding of effective governance and how this is systematically applied and monitored;

A commitment to safeguarding and promoting the welfare of children and young people, and an expectation that all staff and volunteers within the organisation share this commitment.

Personal qualities and behaviours

The successful Candidate will be someone who:

Is committed to maintaining the ethos of the Our Lady of Walsingham Catholic Multi- Academy Trust, with an empathy and respect for the individual nature of each school within the Trust's family, and a commitment to maintain the individuality of schools;

Is a strategic thinker who can work with the leaders, Directors and others to develop a compelling vision for the organisation, underpinned by a strong Catholic ethos, who can analyse and process complex information and data quickly and rigorously in order to make the best of opportunities;

Is committed to maintaining the principle of subsidiarity so that decisions are taken closest to those they affect;

Inspires the respect of others, deals confidently with challenge, questions views and actions of others to get the best results and offers suggestions for improvement backed up by decisive action;

Is able to act as an effective ambassador for the Trust, with good presentation skills, the ability to communicate effectively with a variety of audiences and comfortable with public speaking;

Is an effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams and grow talent so that the next generation of Catholic education leaders can flourish;

Strives for continuous improvement and inspires other to achieve their full potential;

Has experience of working with Central and Local Government officials and policy makers to ensure the needs of the school are adequately represented

Is committed to the highest standards in all areas of school life and to the raising of academic standards among pupils, including behaviour, academic, and enrichment and especially narrowing the attainment gap.