

Leadership Academy Person Specification

The Brooke Weston Academy Trust is dedicated to ensuring that the best possible candidates benefit from the career development opportunities offered by the Trust Leadership programme.

The person specification below is designed to support candidates in their application to be part of the Brooke Weston Leadership Programme.

This person specification will be used by the Leadership Board during the selection process.

Qualifications and Skills	Essential	Desirable
Qualified Teacher Status	X	
Has engaged in previous middle leader training or NPQML		X
Experience of leading others in a team	X	
Ability to lead by example and be a positive role model	X	
Demonstrates excellent communication skills	X	
Commitment to developing understanding of current educational initiatives	X	
Understanding of curriculum and assessment of pupil progress	X	
Pupils and Staff		
Has ambitious standards and high expectations for all pupils and staff	X	
Demonstrates a clear understanding of what constitutes high quality and impactful teaching and learning which is demonstrated within their own classroom practice	X	
Uses data effectively to inform their own practice	X	
Uses data effectively to inform the practice of others		X
Has demonstrated impact through coaching and mentoring of others to improve practice.		X
Relates well to pupils and the wider school community	X	
Personal Qualities and Attributes		
An ambitious and aspirational leader	X	
A commitment to ongoing personal professional development	X	
A team player who has a commitment to working in a collaborative, open and honest way with others	X	
Demonstrates a positive and creative attitude	X	
Has high standards of self and others	X	
Is able to demonstrate the impact of their leadership through the improvement of pupil outcomes in the areas they lead	X	
Demonstrates a clear understanding of the role a strong leader can play in the success of pupils and an organisation	X	
Values the core ethos and purpose of the Brooke Weston Trust	X	
Willingness to commit to the two year Leadership Academy Programme	X	