Person Specification

Job Title: Chief Executive Officer

Essential Criteria

Qualifications and Experience

- A recognised degree or professional qualification relevant to the role, with a record of recent and sustained continuing professional development.
- A proven track record of successful senior leadership in education.
- Demonstrable experience of leading and inspiring a senior leadership team to achieve high standards.
- A successful track record in human and financial resource management, securing and monitoring resources.
- Experience of working effectively with governance structures, including boards of trustees or equivalent.
- Evidence of strategic planning, monitoring progress and taking decisive action to improve outcomes.

Knowledge and Skills

- Strong knowledge of the statutory educational framework, national policies and curriculum requirements, including assessment systems.
- High-level understanding of research and best practice in curriculum, pedagogy and assessment across primary and early years.
- A clear understanding of the current educational landscape and the specific challenges facing multi-academy trusts.
- Understanding of the needs of disadvantaged pupils, including those with SEND, those eligible for Pupil Premium and looked-after children.
- Knowledge of effective behaviour approaches and the personal development of pupils.
- Excellent relationship management and the ability to build effective partnerships at all levels.

Personal Qualities

- A credible, approachable leader who earns the respect and trust of others through integrity and openness.
- The ability to communicate a compelling vision that inspires and empowers others.
- Emotionally intelligent, resilient, calm under pressure and able to adapt communication style to different audiences.
- A strategic thinker who can build systems and processes to develop a growing trust.

- High expectations of staff, pupils, parents, governance and partner organisations.
- Committed to the Seven Principles of Public Life (Nolan Principles).
- Committed to safeguarding and promoting the welfare of children and young people.
- The ability to build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvements and inspire staff.
- Willing to work flexible hours, including evenings and weekends, where the needs of the Trust require.
- Access to own vehicle and clean driving licence, as will be required to travel between schools.

Desirable Criteria

- Experience of leading within a Multi-Academy Trust (MAT).

Safeguarding Statement

Portico Academy Trust is committed to safeguarding and promoting the welfare of children and young people. All appointments are subject to an enhanced DBS disclosure and satisfactory references. This post is exempt from the Rehabilitation of Offenders Act 1974.