**Person Specification: Christian Character & CPD Officer**

**September 2018**

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|  | **Essential** | **Desirable** |
| **Faith Commitment** | * A practising and worshipping member of a church affiliated to Churches Together in Britain and Ireland. * Committed to promoting Church schools and academies at the heart of the Church’s mission. * Demonstrate a strong personal commitment to promoting education with a Christian purpose. |  |
| **Qualifications** | * Qualified teacher status, together with a degree or equivalent qualification. * A commitment to continued professional development. | * Further relevant qualifications (e.g. MEd, NPQH, MBA etc). * Evidence of recent and relevant Continuing Professional Development. |
| **Experience of the Education Sector** | * Demonstrable experience and expertise in developing church school distinctiveness. * Proven experience in middle / senior leadership in appropriate educational setting(s) or in recent advisory / consultancy work. * Experience of supporting school improvement priorities and understanding of Ofsted and SIAMS frameworks. * Experience of leading a range of professional development training in schools. * Proven experience of working with a wide range of external partners. | * Wider leadership experience such as school improvement Partner, SLE, NLE, Diocesan Adviser or LA Adviser. |
| **Professional Knowledge & Skills** | * Demonstrate a strong personal commitment to promoting education with a Christian purpose, and an understanding of the Church of England’s Vision for Education: Deeply Christian, Serving the Common Good. * Inspirational ability to challenge, motivate and empower others to secure Church school excellence in educational opportunities. * A thorough understanding of the SIAMS framework. * Committed to the personal and professional development of others, including the ability to give and receive effective feedback. * Demonstrate highly professional leadership skills and qualities including integrity, wisdom and compassion. * Excellent written (word processing) and verbal communication skills, including the ability to compile and present reports. | * Good understanding of current educational policy in respect of leadership and accountability structures, particularly those relevant to church schools. * Current knowledge and understanding of pedagogy, curriculum development and assessment practice as appropriate to a phase of education. |
| **Personal Attributes** | * A flexible, can-do approach and a practical, strategic approach to problem solving. * Self-motivated, well-organised and resilient; able to use initiative to work to a high standard with minimum supervision, within a team context. * Good communicator with excellent interpersonal skills. * Able to work to the highest standards of professionalism and confidentiality, and able to demonstrate discretion in dealing with sensitive issues and confidential matters. * Personal integrity and ethical decision making, willing to take responsibility for actions and consequences. * Full, clean driving licence and access to a car, enabling regular and flexible travel throughout the Diocese. | * An understanding of Church of England culture and structures. |

An Occupational Requirement exists for the job holder to be a practising Christian, in accordance with the Equality Act.