

# The Bishop of Winchester Academy

## Person Specification

### On Call Manager

This person specification will be used in shortlisting and interviewing to select the best candidate. Each applicant should, therefore, address the person specification in your written application and where appropriate you should give examples of how you meet the criteria.

	Essential	Desirable	Method of Assessment
<b>Ethos</b>			<b>Application – A Interview - I</b>
Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.	✓		I
Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.	✓		I
In sympathy with the ethos of the academy, including a commitment to co-operation and helpfulness and a concern for the wellbeing of others	✓		I
All academy post-holders are expected to contribute to the development of young people and the community.	✓		I
<b>Experience</b>			
Recent experience working in a secondary school	✓		A & I
Experience supporting students to improve behaviours	✓		A & I
Experience working within the behaviour team of a secondary school		✓	A & I
Experience managing behaviour in a secondary school		✓	A & I
Experience supporting students to overcome personal barriers to academic success		✓	A & I
Experience providing training to others		✓	A & I
<b>Skills, Knowledge and Abilities</b>			
Knowledge of behaviour modification techniques	✓		A & I
Knowledge of the social, emotional and mental health needs of young people	✓		
Good ICT skills	✓		A & I
A passion for education and making a difference	✓		A & I
Excellent communicator	✓		A & I
Effective team member	✓		A & I
Drive and determination	✓		A & I
Ambition	✓		A & I
Energy, enthusiasm, sense of humour	✓		A & I
Willingness to contribute to the wider life of the Academy	✓		A & I
A good understanding of Positive Discipline		✓	A & I
<b>Education, Training and Qualifications</b>			
Emergency 1 <sup>st</sup> Aid Certificate or willing to undertake training	✓		A & I
5+ GCSE (or equivalent) including English and Mathematics	✓		A & I
<b>Personal and other</b>			
Fully committed to all Academy Policies	✓		A & I
Willingness to attend relevant training	✓		A & I
Willingness to be involved in Safeguarding CPD for Academy Staff	✓		A & I
Flexibility and a readiness to undertake a wide range of tasks	✓		A & I
Ability to work outside of normal office hours on occasions	✓		A & I
Strong work ethic	✓		A & I
Enhanced DBS clearance	✓		A & I