

Recruitment person specification

Post being recruited for: Quality Improvement Manager

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Proven leadership and management experience and expertise at senior management level in an education establishment. Experience of leading curriculum developments. Experience of developing and delivering CPD. Developing and driving strategy and policy to deliver sustainable and successful outcomes. Experience of successfully leading transformation of services Experience of leading employee and stakeholder engagement	Experience of being an associate school reviewer or associate Inspector with HMIE.

Knowledge, skills and understanding	Ability to provide strong leadership to create a high performance culture and a clear sense of purpose Sound, current knowledge of national policy including National Improvement Framework, Curriculum for Excellence (primary and secondary) and SQA (secondary) Ability to provide data analysis related to school performance measures Successful partnership working and networking with key stakeholders, e.g. citizens, voluntary sector, business communities, government and public agencies Business and commercial acumen to support strategic delivery of professional and support services, including ability to interpret and understand complex financial and budgetary information Knowledge of major legislative and other issues facing local government with a particular focus on achieving effective delivery of services at a time of significant change and financial challenges Experience of leading curriculum developments Competence in key areas of Standard for Headship in Scotland or equivalent standard	Experience of representing the organisation at national level Experience of preparing reports and recommendations on complex policy, strategic and operational matters of national significance Experience of undertaking research to identify strategies which led to improvements for learners.
Qualifications and training	Full registration Standard for Headship	
Job specific requirements	The ability to work with respect, integrity and flexibility	

