

ETHOS LEADER PERSON SPECIFICATION

OUR VISION

We exist to transform young people's lives through holistic education. Through our Christian ethos we are committed to working with schools from the inside out to support the aspirational, relational, and spiritual needs of students and their families.

Our approach to education focusses on developing the whole person, enhancing student wellbeing, and improving OFSTED outcomes to help transform school communities.



EXPERIENCE AND QUALIFICATIONS

- Relevant qualifications and transferable skills.
- Experience working within an education or equivalent setting.
- Experience working with young people with a variety of complex needs.
- Current Enhanced DBS.
- An understanding of safeguarding & child protection.
- Must have a clear understanding of our Christian Ethos & be able to articulate how Christian values can positively impact student's lives.

CHRISTIAN ETHOS

We have a clear expectation that employed staff will have a familiarity with, and an ability to perform in accordance with, the mission, vision and values of Grace Foundation's charitable objectives.

In line with these charitable objectives, and in accordance with the Equality Act 2010, it is therefore a Genuine Occupational Requirement that this post holder is a practicing Christian unless specified otherwise in the job description.

ETHOS LEADER COMPETENCIES

Influential Leadership



ESSENTIAL

Able to lead themselves and consistently leads by example.	Builds trust with key stakeholders through integrity and follow-through.	Sets clear expectations and empowers the team to manage workload and achieve objectives.
Takes responsibility and is accountable for their role.	Effectively influences, persuades and collaborates with others through a shared vision.	Demonstrates strategic thinking by identifying issues and opportunities, making informed decisions to drive outcomes.
Approachable and visible to staff, students and families.	Works collaboratively as part of a team to achieve shared goals.	Demonstrates high levels of self-awareness.

DESIRABLE

Meaningful Relationships



ESSENTIAL

Establishes and maintains a positive and productive relationship with others.	Is sensitive to others and adapts ways of working to suit others.	Creates a culture of openness, empathy, and care within the team.
Practices self-awareness to understand personal strengths, weaknesses, and impact on others.	Shares knowledge, ideas and resources with others. Invites creativity from others	Manages conflicts constructively by addressing issues openly, seeking compromise, nipping issues in the bud, and maintaining positive relationships.
Respects diversity and inclusivity, treating all stakeholders with dignity and fairness regardless of differences.	Develops emotional intelligence to build stronger interpersonal connections and relationships.	Acknowledges and appreciates the contributions of others, fosters a culture of recognition, and is passionate about the ongoing development of their team and colleagues.

DESIRABLE

Planning & Organisation



ESSENTIAL

Organises own time and workload effectively.	Seeks feedback and evaluates delivery to continuously improve planning processes and outcomes.	Develops clear long term strategic goals and objectives aligned with organisational vision.
Maintains effective personal administration to deliver tasks on time and on budget.	Sets SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals and prioritises tasks effectively.	Able to demonstrate how to delegate effectively as and when needed to ensure seamless execution of plans.
Effectively organises a variety of deep and wide activities through a 'Plan, Do, Review' approach.	Efficiently delivers, records, and shares impact based on identified need.	Allocates resources effectively based on programme requirements and priorities.

DESIRABLE

ETHOS LEADER COMPETENCIES

Adaptive Communication



ESSENTIAL

Communicates effectively in timely and relevant manner.	Adapts communication style to key stakeholders and to different personality types (i.e.; DISC) within their team.	Sets clear expectations, communicates vision, and plans to all stakeholders to ensure alignment and buy-in.
Listens well and is sensitive & considerate to others.	Confident public speaking in small and large group settings.	Is candid, transparent, and constructive, in their communication and feedback.
Responds promptly to different types of communication – i.e. verbal and written (email).	Confident communicating with senior stakeholders.	Encourages open communication and idea-sharing, creating a culture of collaboration and innovation.

DESIRABLE

Christian Ethos



ESSENTIAL

Acts in a positive manner consistent with their personal and active Christian Faith.	Takes a holistic approach to address the spiritual, emotional, and practical needs of key stakeholders.	Demonstrates passion for justice & reducing inequality by partnering with others.
Effectively able to participate in and lead faith-based activities.	Able to wisely communicate their Christian faith in a way that is accessible to all faiths and none.	Serves and leads others with mercy, and humility, embodying kindness and empathy inspired by Jesus.
Engages in continuous spiritual reflection, seeking to deepen their personal relationship with God as part of a Church community.	Works inclusively yet distinctively with key stakeholders from the respectful approach that 'every individual is made in the image of God.'	Strives for excellence in all endeavours, working diligently with integrity and God-given purpose.

DESIRABLE

Tenacity



ESSENTIAL

Demonstrates resilience and maintains a positive attitude in challenging situations and setbacks.	Identifies and addresses problems by analysing root causes effectively. Has a solution focussed approach versus problem focussed approach.	Proactively manages conflicts and fosters positive relationships.
Handles difficult interactions with composure and professionalism.	Persists in achieving goals despite barriers.	Guides and supports team members through challenges using constructive feedback where needed.
Able to separate the 'person from the problem' and not take it personally.	Pursues personal and professional growth and support to adapt to change.	Encourages pioneering innovation and adaptability within the team.

DESIRABLE