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| **Person Specification:**  **Deputy Director of Teaching School** |

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| **Education and Qualifications** | **Essential** | **Desirable** | **Assessment** |
| Qualified teacher status | **✓** |  | **A** |
| Degree and Teaching Qualification | **✓** |  | **A** |
| Strong track record of continuing professional development or further professional study within the last two years | **✓** |  | **A** |
| Recent leadership experience | **✓** |  | **A** |
| Experience of working with ITT & NQT | **✓** |  | **A/I** |
| Post-graduate qualification |  | **✓** | **A** |
| Professional qualification e.g. NPQSL, SLE |  | **✓** | **A** |
| Coaching qualifications/experience |  | **✓** | **A** |

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| **Experience** **Professional Knowledge, skills and competencies** | **Essential** | **Desirable** | **Assessment** |
| Consistently outstanding across all areas of Teaching | **✓** |  | **A/I** |
| Recent evidence of impact which demonstrates the ability to substantially improve the quality of teaching and learning | **✓** |  | **A/I** |
| Recent evidence of impact which demonstrates the ability to improve the teaching and learning of individual staff and groups of staff | **✓** |  | **A/I** |
| Evidence of outstanding leadership and management skills, inspiring confidence in staff and enabling them to succeed and achieve their personal best | **✓** |  | **A/I** |
| Excellent communication and presentation skills, both written and oral | **✓** |  | **A/I** |
| A comprehensive understanding of recent or impending curriculum changes including those linked to evaluating the quality of teaching and learning | **✓** |  | **A/I** |
| Substantial knowledge of recent developments in education and a cohesive understanding of the impact of these changes across the sectot | **✓** |  | **A/I** |
| Recent evidence of successful delivery of CPD which has secured improvements | **✓** |  | **A/I** |
| Experience of leading whole school projects or strategy with proven impact |  | **✓** | **A/I** |
| Experience of line managing others which has resulted in significant improvements in progress and attainment | **✓** |  | **A/I** |
| Knowledge and understanding of the latest legislation, future impending changes and current research in the areas of teaching, learning and assessment | **✓** |  | **A/I** |
| Knowledge and understanding of the latest legislation and future impending changes in ITT | **✓** |  | **A/I** |
| Evidence of impact at whole school level |  | **✓** | **A/I** |
| Evidence of contributing to whole school policies and the monitoring of these |  | **✓** | **A/I** |
| Existing Senior Leadership experience |  | **✓** | **A/I** |

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| **Leadership and Management Experience and skills** | **Essential** | **Desirable** | **Assessment** |
| Significant Middle Leader or Senior Leader experience within the last two years, with evidence of impact and improved outcomes | **✓** |  | **A/I** |
| Successful experience of managing, motivating and supporting others to improve | **✓** |  | **A/I** |
| Ability to work as part of a team and to lead others by example | **✓** |  | **A/I** |
| Experience that demonstrates the ability to confront and resolve problems and to effectively innovate and manage change successfully | **✓** |  | **A/I** |
| Experience in the effective management of finances and deployment of resources |  | **✓** | **A** |
| An ability to work autonomously and prioritise conflicting demands | **✓** |  | **A/I** |
| An ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes | **✓** |  | **A** |
| An ability to analyse key data documents | **✓** |  | **A** |
| An ability to work with a range of external agencies and stakeholders to deliver Teaching School initiatives | **✓** |  | **A** |

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| **Leadership** | **Essential** | **Desirable** | **Assessment** |
| Ability to lead, provide vision and command respect | **✓** |  | **I/R** |
| Highly motivated and able to motivate and inspire staff and students | **✓** |  | **A/I/R** |
| Ability to innovate, manage change and evaluate its impact | **✓** |  | **A/I** |
| Excellent problem solving skills | **✓** |  | **A/I** |
| Exemplary role model for staff and students | **✓** |  | **I** |
| A student centred approach | **✓** |  | **I** |
| Ability to generate ideas and drive initiatives | **✓** |  | **A/I** |

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| **Other** | **Essential** | **Desirable** | **Assessment** |
| The potential for career progression to Director of Teaching School Alliance/Vice Principal | **✓** |  | **A/I/R** |
| A passionate commitment to developing the best in all staff across a range of educational settings | **✓** |  | **A/I/R** |
| A commitment to reflect on personal strengths and areas for development and a willingness to participate in further relevant CPD | **✓** |  | **A/I/R** |
| Willingness to be engaged in Teaching School Alliance activities | **✓** |  | **A/I/R** |
| Commitment to the vision and values of the Teaching School Alliance activities | **✓** |  | **A/I** |
| A positive approach to challenges; seeking solutions to problems and addressing difficulties with cheerfulness and good humour | **✓** |  | **A/I** |
| To be prepared to work flexibly outside the Teaching School Alliance usual hours | **✓** |  | **A/I** |
| Commitment to equal opportunities across the Teaching School Alliance | **✓** |  | **A/I** |

**A = Application**

**I = Interview**

**R = Reference**