

PERSON SPECIFICATION – DEPUTY HEADTEACHER: DIRECTOR OF RESEARCH SCHOOL

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> Teaching qualification. 	<ul style="list-style-type: none"> Higher degree or advanced qualification, particularly in educational research. 	Application Form and reference.
Experience	<ul style="list-style-type: none"> A proven highly successful teaching record, at either primary or secondary level. Previous experience of senior leadership within a school. Administrative and project management experience. Experience of successfully improving the performance of underperforming students. The well-evidenced successful implementation of developmental initiatives which are thoroughly evaluated. Experience in training teaching professionals, including expertise on school improvement, change management and professional development. 	<ul style="list-style-type: none"> Experience of delivering presentations to large, well-informed, professional audiences. 	Application form and interview.
Specific Knowledge and Understanding	<ul style="list-style-type: none"> A good knowledge of The Research School network and its aims. A broad understanding of educational research, its processes, its key practitioners and its key implications for schools. A thorough, evidence-based understanding of the complexities of the learning process. 	<ul style="list-style-type: none"> A record of publications related to educational research and evidence-based teaching and learning. 	Application form and interview.
Skills	<ul style="list-style-type: none"> The ability to interpret and exemplify the 		Reference and interview.

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	<p>evidence in the context of classroom practice.</p> <ul style="list-style-type: none"> • The ability to 'codify' the evidence into resources, training and coaching packages. • The ability to analyse and evaluate complex data to inform appropriate action. 		
Leadership and Management	<p>Proven leadership ability demonstrating a range of leadership styles in:</p> <ul style="list-style-type: none"> • Leading, monitoring and evaluating evidence-based school improvement measures. • Leading and managing the work of teams. 	<ul style="list-style-type: none"> • Involvement in the work of the wider educational community. 	Application form and interview.
Practical and Intellectual Skills	<ul style="list-style-type: none"> • Effective organisational skills and time management. • The very best communication skills, both oral and written. • The ability to motivate a wide range of different people. 	<ul style="list-style-type: none"> • The ability to develop new initiatives with an entrepreneurial flair. • The ability to manage a significant budget and set accurate budget plans. 	Reference and interview
Personal	<ul style="list-style-type: none"> • Interpersonal skills that emphasise both initiative-taking and energy, building trust and rapport whilst constructively challenging. • An unshakeable belief in the limitless potential of people. • A good sense of humour, ability to work under pressure and the ability to keep things in perspective. • Excellent health and attendance record. 		Reference and interview.