

Person Specification: Assistant Headteacher

Summary of the Post: To be responsible, as part of the Senior Leadership Team (SLT), for the strategic direction of the school and the implementation of the school improvement plan.

Qualifications	
Essential <ul style="list-style-type: none"> Qualified Teacher Status Good honours degree or equivalent National leadership qualification Evidence of recent leadership training 	Desirable <ul style="list-style-type: none"> Additional leadership qualifications
Experience	
Essential <ul style="list-style-type: none"> Whole-school leadership with demonstrable impact Successful leadership of teams Experience of working in schools containing both Key Stage 3 and Key Stage 4 students Effective partnership work with parents and external agencies 	Desirable <ul style="list-style-type: none"> Experience of working in a range of educational settings Experience of working in at least two schools Experience of working in an 11-18 school
Professional Knowledge and Understanding	
Essential <ul style="list-style-type: none"> Comprehensive understanding of a wide range of curriculum and staffing issues Good understanding of achievement data and progress tracking Successful record of working with different groups of students Up-to-date knowledge of current educational developments, including careers provision Knowledge of different leadership styles 	Desirable <ul style="list-style-type: none"> Ability to show high levels of emotional intelligence Ability to actively listen to others and to form mutually respectful relationships Understanding of the importance of consultation and the value of sharing good practice Understanding of 'change management' strategies Detailed and current knowledge of the Ofsted inspection framework Understanding of governance
Skills and Attributes	
Essential <ul style="list-style-type: none"> Outstanding leader with a track record of 'making things happen' Proven leadership skills including an ability to inspire others and a record of building successful teams Commitment to professional development Strong team player who recognises the concept of corporate responsibility 	Desirable <ul style="list-style-type: none"> Ability to implement and monitor school improvement priorities Capacity to adhere to deadlines and remain calm under pressure Ability to prioritise tasks effectively Ability to apply technology effectively to facilitate student learning and improve staff efficiency
Personal Qualities	
Essential <ul style="list-style-type: none"> Infectious enthusiasm and positive demeanour Drive, resilience, innovation and creativity Commitment to inclusion, diversity and equality Excellent communicator with strong written, oral and interpersonal skills 	Desirable <ul style="list-style-type: none"> Ability to be reflective, adaptable and self-critical Ability to empathise Proportionate and calm approach to all issues, including conflict resolution Ability to maintain a sense of perspective Having 'personal presence'
General	
Essential <ul style="list-style-type: none"> Record of good attendance 	Desirable