PERSON SPECIFICATION: ASSISTANT HEADTEACHER

|  |  |  |
| --- | --- | --- |
|  | ESSENTIAL | DESIRABLE |
| INITIAL QUALIFICATIONS | UK Qualified teacher status |  |
| FURTHER QUALIFICATIONS/PROFESSIONAL DEVELOPMENT | Recent, relevant in-service training in current educational practice, including management | Degree/post graduate study |
| EXPERIENCE | Successful and varied teaching experience in appropriate phase(s)Teaching across the secondary age range.Leadership of an aspect of school improvement and/or curriculum areaProven Track record of successful teaching at A2 level | Experience in more than one school.Leadership in aspects of school life involving contact with parents and the wider community.Experience of managing a budget. |
| SKILLS ANDABILITIES | The ability to plan, monitor, evaluate, review and lead by example.Ability to manage the implementation of change sensitively.Ability to lead and work as part of effective teams. | Experience of contributing to whole school CPD |
|  |  |  |
|  | To be able to provide evidence of having influenced the quality of teaching and learning in present school.Good reasoning powers and good judgement in a variety of situations.An ability to work alongside a diverse and forward thinking Senior Leadership Team where flexibility and a sense of humour are required.Strong communication skills enabling collaborative work across departments and other schoolsKnowledge of Level 3 and Level 2 courses and curriculum pathways Have a clear knowledge and understanding of the statutory KS5 requirements Have a clear knowledge and understanding of the Ofsted criteria for outstanding.Knowledge of alternative pathways to employment including apprenticeships | Experience of leading a significant whole school initiative |
| Leadership | Clear vision for raising standardsAbility to lead by example, take responsibility and to be accountableAbility to inspire and motivate those around themAbility to hold people to account effectivelyAbility to prioritise effectively and balance values with pragmatism |  Further professional leadership qualifications |
| Personal qualities | Passion for outstanding learning Drive, sense of purpose, commitment and perseveranceExcellent interpersonal and persuasive skillsFlexibility and sensitivity to the needs of individualA commitment to involve parents, governors and the community in the work of the school.Promotion of positive behaviour strategies and constructive handling of problems.An awareness, understanding and commitment to equal opportunities.Enthusiasm and resilience | Wide range of interests |