PERSON SPECIFICATION: ASSISTANT HEADTEACHER

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|  | 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 area  Proven 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 |
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|  | 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 schools  Knowledge 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 standards  Ability to lead by example, take responsibility and to be accountable  Ability to inspire and motivate those around them  Ability to hold people to account effectively  Ability to prioritise effectively and balance values with pragmatism | Further professional leadership qualifications |
| Personal qualities | Passion for outstanding learning  Drive, sense of purpose, commitment and perseverance  Excellent interpersonal and persuasive skills  Flexibility and sensitivity to the needs of individual  A 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 |