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**Person Specification**

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|  | Application | Interview |
| These are the criteria on which the appointment decision will be made. The letter of application should address these criteria clearly. |  |  |
| **Essential Criteria** |  |  |
| * Substantial successful experience as a secondary school teacher.
 | x | x |
| * Commitment to the ethos of the School and SEARCH
 | x | x |
| * Commitment to and understanding of the School’s Equal Opportunities Policy, and how this might be applied in practice.
 | x | x |
| * A proven track record in ensuring outstanding outcomes for students
 | x | x |
| * A highly professional and talented leader
 | x | x |
| * Experience of working effectively with a wide range of people and the ability to build rapport and establish positive relationships.
 | x | x |
| * Ability to organise and schedule events, activities and resources.
 | x | x |
| * Highly committed to developing levels of literacy in the school
 | x | x |
| * Flexible and demonstrating a willingness to support the school beyond the school day, week and term.
 | x | x |
| * The ability to be able to lead strategically in key areas
 | x | x |