



PERSON SPECIFICATION FOR ASSISTANT HEADTEACHER

1. Experience	Essential	Desirable	Application	Interview and Task
Good honours degree and QTS.	✓		✓	
Commitment to professional development.	✓		✓	
Outstanding practitioner.			✓	✓
2. Leadership and management experience				
Successful experience of leading 'new initiative'.			✓	
Proven ability to set and achieve targets by being consistently focused on achieving high educational standards	✓		✓	
High profile in school and community.	✓		✓	
Proven ability to raise standards.	✓		✓	✓
3. Leadership and management skills				
Clear vision and the ability to formulate and deliver a strategy.	✓		✓	✓
A commitment to manage and develop further high performance teams.	✓		✓	
Delegation of responsibility with accountability	✓		✓	
Able to articulate the approach to maintaining and developing the school's existing reputation.	✓		✓	
Consistent approach to the promotion of Teaching Standards.	✓		✓	
Consistent approach to the promotion of behaviour within an orderly community.	✓		✓	
The ability to use benchmarks and set targets, which reflect the school's commitment to high achievement.	✓		✓	✓
The ability to contribute to the formulation, implementation and evaluation of short and long-term objectives for school development and improvement.	✓			✓
4. Personal Qualities				
High personal and professional standards.	✓		✓	
Interpersonal skills.	✓		✓	
Effective communicator.	✓		✓	✓
Approachable.	✓		✓	✓
Resilience to manage one's own work pressures and the capacity to manage effectively the work of others.	✓		✓	
The capacity to inspire and motivate others – both adults and students.	✓		✓	
Sensitivity and humour.	✓		✓	
Enthusiasm, flexibility and maturity of approach.	✓		✓	✓