PERSON SPECIFICATION

Deputy Headteacher – Twynham School

The post holder will be able to demonstrate:

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| **Qualifications & Training** | Essential | Desirable |
| Qualified teacher status | X |  |
| Significant senior leadership experience in a secondary school e.g. as Assistant Headteacher | X |  |
| NPQH Award |  | X |
| Experience of leading teams | X |  |
| Knowledge and understanding of the secondary (11-18) curriculum. | X |  |
| A clear understanding of current curriculum initiatives | X |  |
| A degree or equivalent | X |  |
| Evidence of further study / in-service training | X |  |
| Experience of working with governors | X |  |

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| **Competence summary** | Essential | Desirable |
| A proven ability to motivate, lead and interact with staff, pupils and parents | X |  |
| Ability to plan strategically and prioritise in complex situations | X |  |
| Ability to use appropriate leadership styles in different situations | X |  |
| Ability to deal sensitively with people and resolve conflict | X |  |
| Ability to work constructively with governors | X |  |
| Ability to demonstrate high level organisational skills | X |  |
| A clear understanding of the importance of school extracurricular activities such as school shows, educational visits, expeditions, residential courses, charity projects, etc. | X |  |
| Experience of curriculum innovation and development that has resulted in raised, or sustained high standards |  | X |
| Pastoral experience |  | X |
| The ability to analyse and present data and information coherently | X |  |
| Excellent oral and written skills | X |  |
| The ability to deploy staff and resources effectively | X |  |

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| **Work-related personal requirements** | Essential | Desirable |
| Personal impact and presence | X |  |
| Integrity | X |  |
| Self-confidence | X |  |
| Adaptability to adapt to changing circumstances and new ideas | X |  |
| Emotional resilience | X |  |
| Excellent interpersonal skills and high level of emotional intelligence | X |  |
| Excellent negotiating and diplomatic skills | X |  |
| An ability to work under pressure and meet deadlines | X |  |
| The ability to grasp and communicate a complex vision in simple and easily understood terms to a variety of audiences | X |  |
| Ability to form and maintain appropriate relationships and personal boundaries with children and young people | X |  |
| Commitment to safeguarding and promoting the welfare of children and young people | X |  |
| A strong sense of accountability for fulfilling the requirements of this post on an ongoing basis | X |  |