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| **ALDERSLEY HIGH SCHOOL**  **PERSON SPECIFICATION** |

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|  | **Essentials** | **Desirables** |
| **Qualifications** | * Qualified teacher status | * Other professional qualifications such as NPQH * Leadership Coaching |
| **Experience** | * Leadership experience * Knowledge and understanding of KS3-5 * Experience of school management * Substantial & successful classroom experience * Effective teaching and learning strategies * Experience in interpreting statistics to support school improvement * Experience of the management & mentoring of staff * Experience as a reviewer of Performance Management/NQT induction * Involvement in School Improvement Strategies | * Knowledge of Local & National policies/initiatives * Wide and varied experience across the secondary age range * Good knowledge of the whole secondary curriculum * Experience of leading staff meeting/INSET |
| **Practical Skills** | * Excellent classroom practitioner * Good communicator with strong interpersonal skills * Ability to motivate staff and foster a team spirit * Ability to plan & organise effectively * Experience of using ICT in management & data handling | * Ability to manage change * Ability to raise school achievement through wider professional input |
| **Personal Qualities** | * Commitment to the profession showing vision & drive * Promotes equality of opportunity for all * Committed to safeguarding children * Commitment to ensuring a nurturing environment | * Ability to lead effective meetings with a clear agenda * Have a personal impact and presence * Ability to self-manage |