

## Person Specification

### DEPUTY HEAD OF ACADEMY (Curriculum)

Factor	Required	Desired	Evidenced Through
Attainment	<ul style="list-style-type: none"> <li>• Relevant Degree</li> <li>• Qualified Teacher Status</li> <li>• Knowledgeable about recent educational developments and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Achieved, or engaged in the pursuit of, further relevant qualifications</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• Interview</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner with outstanding lessons and outcomes for learners.</li> <li>• Experience of leading a department or faculty area successfully</li> <li>• Experience of leading a whole school initiative on achievement or teaching and learning</li> <li>• Proven track record of leading an EBACC subject in raising standards and achieving excellent outcomes for students.</li> <li>• Experience in non-educational workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of KS3/KS4/KS5 teaching</li> <li>• Leadership of whole school achievement or teaching and learning</li> <li>• Experience of working as a leader in more than one school</li> <li>• Experience of producing whole School timetable.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> </ul>
Personal qualities	<ul style="list-style-type: none"> <li>• Ability to lead others and build teams, recruiting and retaining talented new staff</li> <li>• Values, inspires and motivates others</li> <li>• Ability to work under pressure and to challenging deadlines</li> <li>• Uses initiative, makes decisions and takes responsibility</li> <li>• integrity and zest for learning</li> <li>• Ability to achieve a balance between professional commitments and personal life</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to build teams in more than one subject area</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> <li>• References</li> </ul>

Skills	<ul style="list-style-type: none"> <li>• High level of interpersonal skills</li> <li>• Well-organised and able to prioritise and delegate as necessary</li> <li>• Ability to stay calm under pressure</li> <li>• Good communicator - well-developed writing skills and an articulate speaker</li> <li>• Proven, well-developed problem solving skills</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to present a coherent argument whilst appreciating the contributions of others</li> <li>• Ability to analyse data strategically like Go For Schools or ASP</li> </ul>	<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> </ul>
Values	<ul style="list-style-type: none"> <li>• Support for the ethos and aims of Washwood Heath Academy and Multi-Academy Trust</li> <li>• High expectations and a commitment to high standards</li> <li>• Deep commitment to make a difference to the lives of the children that we serve.</li> <li>• Strong belief in helping staff to become the best they can be</li> <li>• Belief in the importance of team work and integrity</li> <li>• Celebrate and respect the diverse range of people we serve</li> </ul>		<ul style="list-style-type: none"> <li>• Letter of application</li> <li>• Interview</li> </ul>
References	<ul style="list-style-type: none"> <li>• Two unreserved references</li> </ul>	<ul style="list-style-type: none"> <li>• References indicate exemplary professional record and the highest standards of professionalism</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> </ul>