Person specification: Deputy Headteacher

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| **Qualifications and training** (Application) | **Essential** | **Desirable** |
| * Degree
* Qualified Teacher Status
* Recent and relevant professional development
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| * NPQH or NPQSL
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| **Experience/employment record** (Application/ Interview/ References) | **Essential** | **Desirable** |
| * Successful track record of school leadership at Deputy Head or Assistant Head level in the secondary sector in a school within the UK
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| * Successful track record of school leadership at Deputy Head or Assistant Head level in the secondary sector in a school with a sixth form within the UK
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| **Personal qualities** (Application/ Interview/ References) | **Essential** | **Desirable** |
| * Integrity and sound judgment
* Strategic vision
* Approachable, reliable, has presence
* Consistently outstanding classroom practitioner
* Commitment to own personal development
* Supportive, energetic, driven and resilient
* Inclusive and collaborative
* An excellent role model
* Able to inspire, mentor, influence and motivate others
* An excellent people manager
* Effective decision maker
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| **Skills and knowledge**(Application/ Interview/ References) | **Essential** | **Desirable** |
| **Leadership and management (student attainment and progress)*** Ability to inspire high levels of performance from students and staff
* Thorough understanding of monitoring and evaluation strategies relating to student outcomes and the ability to translate information and data into detailed plans and targets
* Able to analyse and interpret complex data
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| **Leadership and management (curriculum, teaching & learning)*** Thorough knowledge of the National Curriculum
* Experience of curriculum delivery, monitoring and assessment
* Understand and analyse complex curriculum issues
* Understand the current issues in education
* Understand school improvement strategies
* Vision for developing CPD and teaching and learning strategies
 | **🗸** |  |
| **Leadership and management (of staff)*** Ability to inspire others and provide strong leadership to teachers and support staff
* Ability to delegate effectively
* Experience of managing, developing and supporting staff
* Commitment to a fair, open and collaborative culture
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| **Managing resources*** Understand complex issues relating to school finances
 | **🗸** |  |
| **The community and other stakeholders*** Understanding of the relationship between the school, the Trust and the Local Governing Body
* Effective communicator with staff, students, parents, carers, external agencies and governors
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