**Gilbert Inglefield Academy**

**Person Specification:** The Governors and I are looking for an Assistant Head Teacher with the following qualities and skills:

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| **Specification** | **Essential** |
| Qualifications | * Education to degree standard
* Evidence of professional development
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| Knowledge and Experience | * Proven experience of successful middle leadership in a school showing the ability to convert strategy into results
* Proven record of innovation and leading change successfully
* Experience of working in partnerships and networks
* Understanding of current educational issues
* Understanding of the role of parents in school development
* Understanding of value-added and other data to support raising standards
* Outstanding teaching ability
* Experience of management of physical, financial and human resources
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| Personal Qualities | * Drive, sense of purpose, commitment and perseverance
* Sound judgement under complex conditions
* Excellent interpersonal and persuasive skills
* Flexibility and sensitivity to the needs of individuals
* Excellent communication and presentation skills, oral and written
* Ability to work in a variety of teams
* Enthusiasm and humour
* Inspirational and well liked by students
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| Leadership | * Clear vision for raising standards
* Ability to lead by example and take responsibility
* Ability to inspire and motivate those around them
* Substantial problem-solving ability
* Ability to prioritise effectively and balance values with pragmatism
* Intellectual curiosity
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| Philosophy | * Genuine concern for students and staff and an understanding of how they learn
* Commitment to helping all students and staff to fulfil their potential
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| Aim | * Potential and ambition for further career development

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The list could go on and on. Suffice it to say we are looking for an exceptional person who will rise to the challenges for improvement in student achievement at Gilbert Inglefield Academy and who will work incredibly hard to sustain it. There will also be a teaching commitment of approximately 50% - 60%