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| AHT – Person Specification | | | |
| Attributes | Essential | **Desirable** | Evidence |
| Education, Training and Qualifications | * Qualified teacher status * Evidence of recent and relevant CPD * Understanding of current trends in education both nationally and internationally | * Higher degree or qualification | Form |
| Experience | * 6+ Years of successful teaching experience in a school or equivalent * Coaching and mentoring * Successful experience as a middle leader within a ‘core’ subject (English/Maths or Science) | * Experience of school(s) in an urban context * Experience of KS1, 2 or 5 * Experience of delivering extra – curricula activities | Form  Letter  References |
| Skills and Abilities | * ‘Outstanding’ teaching * Ability to formulate an action plan and deliver against SMART targets * Able to inspire, challenge and motivate others * Anticipate problems, develop creative solutions * Set and achieve ambitious, challenging goals and targets for self * Listen to and reflect on feedback from others * High level of oral, written and ICT skills * Excellent presentation skills (eg speaking to large groups of pupils/ parents/staff etc) * Able to build and maintain positive relationships with individuals and groups * Prioritise, plan and organise self | * Use of SIMS | Form  Letter  Specific activities at interview  References |
| Motivation and Personality | * Desire to work in an ‘all through’ environment * Commitment to inclusion * Ambitious for career development * Team player * Positive attitude * Relentless optimism * Genuine concern for the welfare of staff and pupils |  | Letter  Interview  References |
| Personal | * Able to work under pressure and manage own stress * Willing to accept the demands and challenges of the post and respond in a flexible manner |  | Letter  Interview  References |