**Fearnhill School**

**Deputy Headteacher (L18-22)**

**PERSON SPECIFICATION**

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| **criteria** | **qualities** |
| **Qualifications and training** | * Qualified teacher status
* Degree
* Relevant professional development in preparation for a leadership role
* Further degree/professional qualification (desirable)
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| **Experience** | * An outstanding teacher with at least 5 years successful teaching experience (all ability, 11-18 age range) in more than one school
* Experience of senior school leadership in past three years
* Proven track record of working through others to raise standards of student achievement
* Experience implementing curriculum change to improve standards
* Experience of managing a delegated budget
* Experience of managing student behaviour
* Leading/managing a whole school initiative/whole school change
* Line management experience, holding staff to account as well as contributing to their professional development
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| **Skills and knowledge** | * Data analysis skills, and the ability to use data to set targets and identify weaknesses
* Understanding of high-quality teaching, the ability to model this for others and support others to improve
* Understanding of school finances and financial management
* Effective communication and interpersonal skills
* Ability to communicate a vision and inspire others
* Ability to build effective working relationships
* Knowledge of current educational trends and thinking
* Knowledge of the performance appraisal process and its role in school improvement
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| **Personal qualities**  | We are looking for someone who:* Has a strong track record of effecting improvement
* Has the ability to lead, motivate, enthuse and inspire staff and students, and win the confidence of parents and governors
* Is reflective, self-critical, motivated and ambitious
* Has an unshakeable commitment to getting the best outcomes for all students and promoting the ethos and values of the school
* Has the ability to work under pressure and prioritise effectively
* Is an effective communicator and presenter
* Has excellent emotional intelligence and interpersonal skills
* Can make tough decisions
* Is looking for future promotion to headship
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