**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) |
| **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 |
| **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 |
| **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 |