



Person Specification - Deputy Headteacher Curriculum

Essential requirements (E) are those without which an applicant will not be considered for appointment. Desirable requirements (D), whilst desired, a candidate will still be considered for appointment without these.

Personal attributes required based on Job Description	
Qualifications	
1. Qualified Teacher Status	E
2. Qualified to degree level	E
3. Relevant post-graduate qualification in education or leadership/management.	D
Experience	
1. Recent experience as an Assistant Headteacher or Deputy Headteacher of a secondary school.	E
2. Track record of providing inspirational, strategic thinking, planning and strong leadership and achieving successful outcome for students, staff and governors.	E
3. Track record of delivering and sustaining progressive improvements in achievement through the high quality leadership of behaviour and attendance.	E
4. Experience of implementing successful school-wide strategic projects that have supported school improvement objectives.	E
5. Experience of successful and robust staff management.	E
6. Experience of curriculum design that is inventive, holistic and takes into account the wellbeing and needs of the students, staff and wider community.	E
7. Experience of budget management.	D
8. Experience of commissioning, leading and managing high quality Alternative Provision.	D
Knowledge and Understanding	
1. Detailed knowledge of current issues in education.	E
2. Full knowledge of the current Ofsted framework.	E
3. Excellent knowledge and understanding of the use of data and key performance indicators in determining benchmarks to set school targets.	E
4. Up to date knowledge of innovation in educational legislation, research, policy and practice.	E
5. Significant understanding of the responsibilities of a senior leader in promoting and safeguarding the welfare of students.	E
6. Understanding of the General Data Protection Regulation as it applies within education.	E
7. Up to date knowledge of legislation and best practice in school leadership, management and development.	E
8. Knowledge of effective technologies to support teaching, learning and management.	D
9. Knowledge and understanding of the role of Governance.	D

<p>Skills and Abilities</p> <ol style="list-style-type: none"> 1. Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of the school. 2. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively in order to achieve desirable outcomes. 3. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information. 4. High level pro-active and creative thinking to anticipate issues, address problems and pursue opportunities. 5. Strong resilience. 6. Readiness to seek and respond to advice and guidance. 7. Excellent collaborative working skills to perform effectively as part of wider teams. 8. Robust people management and leadership skills, to lead by example. 9. Determination to promote equality of opportunity throughout all aspects of academy life. 10. Ability to set, expect and monitor excellent standards. 11. Strong ability and drive to achieve challenging personal and organisational goals. 	<p>E</p>
<p>Other Attributes</p> <ol style="list-style-type: none"> 1. Evidence of having undertaken recent and relevant continuous professional development and to demonstrate the impact of this in work practice. 	<p>E</p>