



Person Specification Secondary School Head of Future Pathways

		Essential / Desirable	Evidence
1	Qualifications and Basic Experience		
	Candidates should...		
1.1	<ul style="list-style-type: none"> have evidence of recent continued professional development and a commitment to their on-going professional development; 	E	Application form Interview
1.2	<ul style="list-style-type: none"> hold a relevant teaching qualification; 	D	Application form Background Check
1.3	<ul style="list-style-type: none"> hold a relevant bachelor's degree; 	D	Application form Background Check
1.4	<ul style="list-style-type: none"> have recent experience in high-quality British international schools; 	D	Application form
1.5	<ul style="list-style-type: none"> hold a postgraduate qualification in education or a related field. 	D	Application form Background Check
2	Safeguarding		
	Candidates should...		
2.1	<ul style="list-style-type: none"> be able to provide an up-to-date International Child Protection Certificate (if employed from the UK) and/or other relevant background checks in accordance with ICMEC guidance; 	E	Background Check
2.2	<ul style="list-style-type: none"> have an up-to-date knowledge of current safeguarding practices; 	E	Application form Interview References
2.3	<ul style="list-style-type: none"> have a commitment to safeguarding and promoting the welfare of all students, and the willingness to undertake appropriate child protection training when required. 	E	Interview References
3	Teaching and other professional abilities		
	Candidates should...		



3.1	<ul style="list-style-type: none">have experience of supporting students in a international school context;	E	Application form Interview References
3.2	<ul style="list-style-type: none">be able to demonstrate the success of their students in relevant outcomes;	E	Application form Interview References
3.3	<ul style="list-style-type: none">have an innovative and creative approach to providing high-quality education beyond the National Curriculum;	E	Application form Interview References Probationary Period
3.4	<ul style="list-style-type: none">demonstrate an understanding and commitment to providing education and services that are personalised and contextualised;	E	Application form Interview Probationary Period
3.5	<ul style="list-style-type: none">have a proven record of effectiveness and success in leading a large university guidance and careers team in an international school setting;	E	Application Form Interview References
3.6	<ul style="list-style-type: none">have the ability to inspire, challenge, support and empower students towards excellence;	E	Application form Interview References Probationary Period
3.7	<ul style="list-style-type: none">have a commitment to the highest levels of pastoral care;	E	Application form Interview References Probationary Period
3.8	<ul style="list-style-type: none">have excellent communication in English (both written and spoken);	E	Application form Interview Probationary Period
3.9	<ul style="list-style-type: none">have strong ICT skills and a proven ability to use technology to support learning;	E	Application form Interview References Probationary Period



3.10	<ul style="list-style-type: none">have knowledge and understanding of the eight Gatsby benchmarks of Good Career Guidance;	D	Application form Interview References Probationary Period
3.11	<ul style="list-style-type: none">have experience of working with students with EAL.	D	Application form Interview References Probationary Period
4	Personal Qualities		
	Candidates should...		
4.1	<ul style="list-style-type: none">have excellent and appropriate relationships with children and adults;	E	Interview References Probationary Period
4.2	<ul style="list-style-type: none">be able to work well collaboratively;	E	Application form Interview References Probationary Period
4.3	<ul style="list-style-type: none">have a commitment to contributing towards a positive workplace environment;	E	Interview References Probationary Period
4.4	<ul style="list-style-type: none">have the ability to prioritise workloads and cope well under pressure;	E	Application form Interview References Probationary Period
4.5	<ul style="list-style-type: none">have a commitment to working in partnership with parents and carers;	E	Application form Interview References Probationary Period



4.6	<ul style="list-style-type: none">be willing to contribute to the wider life of the school;	E	Application form Interview References Probationary Period
4.7	<ul style="list-style-type: none">have the ability to work in an intercultural environment and an understanding of challenges and opportunities that this presents;	E	Application form Interview References Probationary Period
4.8	<ul style="list-style-type: none">be ready for life overseas (if a foreign national) and have considered the challenges and opportunities presented by this.	E	Interview Probation Period Probationary Period
5	Leadership Qualities		
	Candidates should...		
5.1	<ul style="list-style-type: none">be passionate about their leadership area;	E	Application form Interview References Probationary Period
5.2	<ul style="list-style-type: none">be an excellent practitioner who can act as a role model for others in their own practice;	E	Application form Interview References Probationary Period
5.3	<ul style="list-style-type: none">be sufficiently secure in their own role to manage the demands of additional responsibility;	E	Application form Interview References Probationary Period
5.4	<ul style="list-style-type: none">be committed to providing the very highest standards of support to students;	E	Application form Interview References Probationary Period



5.5	<ul style="list-style-type: none">be committed to their own leadership development;	E	Application form Interview References Probationary Period
5.6	<ul style="list-style-type: none">be well-organised and have strong administrative abilities;	E	Application form Interview References Probationary Period
5.7	<ul style="list-style-type: none">demonstrate good social, emotional and cultural intelligence and have the ability to develop good relationships with others;	E	Application form Interview References Probationary Period
5.8	<ul style="list-style-type: none">be able to foster effective teamwork within their team and with all other stakeholders in the community;	E	Application form Interview References Probationary Period
5.9	<ul style="list-style-type: none">have excellent communication skills;	E	Application form Interview References Probationary Period
5.10	<ul style="list-style-type: none">be able to work positively with students and parents and their families;	E	Application form Interview References Probationary Period
5.11	<ul style="list-style-type: none">deal with problems calmly and effectively;	E	Application form Interview References Probationary Period
5.12	<ul style="list-style-type: none">respond to communication efficiently, effectively and in a timely manner;	E	Application form Interview References



			Probationary Period
5.13	<ul style="list-style-type: none">help address problems and resolve conflict while ensuring colleagues are dealt with in a dignified and respectful manner;	E	Application form Interview References Probationary Period
5.14	<ul style="list-style-type: none">have a whole school approach and take shared responsibility for decisions made at a senior level;	E	Application form Interview References Probationary Period
5.15	<ul style="list-style-type: none">have the ability to think outside of an individual area of responsibility and see the collective impact of strategic approaches;	E	Application form Interview References Probationary Period
5.16	<ul style="list-style-type: none">have a genuine concern for staff welfare and the ability to manage staff in a manner which is respectful, impactful and developmental;	E	Application form Interview References Probationary Period
5.17	<ul style="list-style-type: none">communicate with colleagues in a respectful way showing an understanding the nuances of written and verbal communication;	E	Application form Interview References Probationary Period
5.18	<ul style="list-style-type: none">have a strong moral compass;	E	Application form Interview References Probationary Period
5.19	<ul style="list-style-type: none">have experience of evaluating, adapting and embedding the Gatsby benchmarks in an international school setting	D	Application form Interview References
6	Additional Skills and Qualities		
	Candidates should...		



6.1	<ul style="list-style-type: none">have the ability to think strategically and on a whole-school level;	E	Application form Interview References Probationary Period
6.2	<ul style="list-style-type: none">be able to demonstrate outstanding leadership of change and successful implementation of systems that support and empower people;	E	Application form Interview References Probationary Period
6.3	<ul style="list-style-type: none">be able to nurture student leadership;	E	Application form Interview References Probationary Period
6.4	<ul style="list-style-type: none">have the desire to get to know every student in the community personally;	E	Application form Interview References Probationary Period
6.5	<ul style="list-style-type: none">be the key agent in building a sense of community;	E	Application form Interview References Probationary Period
6.6	<ul style="list-style-type: none">be the key agent in driving what it means to be a part of Bangkok Prep;	E	Application form Interview References Probationary Period
6.5	<ul style="list-style-type: none">be someone who is warm and welcoming, while also being able to have challenging conversations with students, staff and parents when necessary;	E	Application form Interview References Probationary Period
6.6	<ul style="list-style-type: none">have the ability to form and nurture partnerships for the benefit of students and the community;	E	Application form Interview References



			Probationary Period
6.7	<ul style="list-style-type: none">have the ability to innovate and create programmes and processes to support students and their experiential learning;	E	Application form Interview References Probationary Period
6.7	<ul style="list-style-type: none">To place the highest value on empowering young people to be able to make positive and informed choices for their future.	E	Application form Interview References Probationary Period