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| **Person Specification**

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| ***All of the criteria listed below are considered essential for the post and will be assessed through the selection process.*** **Qualifications & Experience**  |
| * **Degree and QTS**
* **Evidence of further professional development, e.g. NPQML or NPQSL**
* **Proven track record of raising achievement through high quality teaching**
* **Proven track record of managing student behaviour and improving attitudes to learning**
* **Proven track record of improving the practice of other teachers**
* **Proven track record of successful GCSE results**
* **Proven track record of leadership that delivers improved outcomes for students**
* **Successfully led and sustained contributions to whole school improvement**
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| **Skills and Abilities**  |
| * **An excellent teacher**
* **An excellent understanding of teaching and learning**
* **Excellent written and oral communication skills and confident public presenter**
* **Ability to inspire and lead staff**
* **Ability to lead and work collaboratively**
* **Ability to inspire and motivate students**
* **Ability to hold others to account**
* **Excellent interpersonal and organisational skills**
* **Ability to use ICT effectively for teaching and management**
* **Ability to analyse data and make informed judgements**
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| **Other Attributes**  |
| * **Clear vision and moral purpose**
* **Optimistic, enthusiastic and generous of spirit**
* **Commitment to the protection and safeguarding of children and young people**
* **Resilience**
* **Good judgement**
* **Highly credible and lead by example**
* **Reflective practitioner**
* **Ambitious and committed to own professional development**
* **A sense of proportion and humour**
* **The ability to converse at ease with parents, carers, pupils and members of the public and provide advice in accurate spoken English.**
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***Perryfields High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An Enhanced DBS check is required for the successful applicant***