# Assistant Head of All-Through Academy

Person Specification

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|  | ESSENTIAL | DESIRABLE |
| **INITIAL QUALIFICATIONS** | Qualified teacher status | Masters Degree |
| **FURTHER QUALIFICATIONS/****PROFESSIONAL DEVELOPMENT** | Recent, relevant research into current educational practice, including curriculum, teaching and learning and management and leadership.Ability to identify own learning needs and to support others in identifying their needs | Evidence of further professional qualifications and trainingExperience of a research project/pilot |
| **EXPERIENCE** | Experience of successful, varied, creative and specialist teachingSubstantial leadership experience within subject or pastoral areaExperience of developing an aspect of curriculum within a subject setting or whole school contextExperience of managing resources efficiently and effectivelyExperience of line-managing staff | Leadership experience at whole school levelExperience of using all relevant data to drive school improvementExperience of motivating other staff to deliver wide-ranging enrichment experiences which develop the whole child |
| **SKILLS, QUALITIES AND ABILITIES** | Lead by example, demonstrating a ‘can do’ approachPerseverance and resilience in the face of challengeAbility to remain calm, positive and enthusiastic when working under pressureThe ability to plan, monitor, evaluate, review and lead by example across a key subject or pastoral areaAbility to analyse and present dataAbility to inspire and motivate othersExperience of helping other teachers develop and improve their practice and expertise in planning, assessing and evaluating Ability to manage change effectivelyAbility to work methodically and accurately | Ability to raise achievement in a subject area of the academyAbility to use a range of external partners to create innovative experiences for studentsA good understanding of key stage 1 and 2 curriculums |
| **OTHER** | High expectations when managing, developing, inspiring, challenging and motivating staffCommitment to working with other schools, organisations and agenciesExperience of motivating parents, governors and the community in the work of the schoolAwareness, understanding and commitment to equal opportunitiesA sense of humour | Experience of leading effective extra-curricular activities to support learningUnderstanding of a Knowledge-rich curriculum  |