# 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 training  Experience of a research project/pilot |
| **EXPERIENCE** | Experience of successful, varied, creative and specialist teaching  Substantial leadership experience within subject or pastoral area  Experience of developing an aspect of curriculum within a subject setting or whole school context  Experience of managing resources efficiently and effectively  Experience of line-managing staff | Leadership experience at whole school level  Experience of using all relevant data to drive school improvement  Experience 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’ approach  Perseverance and resilience in the face of challenge  Ability to remain calm, positive and enthusiastic when working under pressure  The ability to plan, monitor, evaluate, review and lead by example across a key subject or pastoral area  Ability to analyse and present data  Ability to inspire and motivate others  Experience of helping other teachers develop and improve their practice and expertise in planning, assessing and evaluating  Ability to manage change effectively  Ability to work methodically and accurately | Ability to raise achievement in a subject area of the academy  Ability to use a range of external partners to create innovative experiences for students  A good understanding of key stage 1 and 2 curriculums |
| **OTHER** | High expectations when managing, developing, inspiring, challenging and motivating staff  Commitment to working with other schools, organisations and agencies  Experience of motivating parents, governors and the community in the work of the school  Awareness, understanding and commitment to equal opportunities  A sense of humour | Experience of leading effective extra-curricular activities to support learning  Understanding of a Knowledge-rich curriculum |