St Bartholomew’s School



**Personal Specification: Deputy Headteacher**

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Degree level qualification in any National Curriculum subject. * Post Graduate Certificate in Education. * Further qualification or evidence of training in Educational Management. | * Other qualifications which show breadth of interest and experience and continued professional development. |
| **Experience** | * Proven track record of senior leadership level experience within a school. * Proven experience of raising student achievement. * Evidence of successfully leading a large team, including evidence of implementing change. * Experience of leading whole school initiatives to a successful conclusion. | * Experience at Assistant Head level. * Experience in more than one school. * Experience of communication with Governors. * Proven track record of working effectively with students. staff, parents and governors. |
| **Personal Qualities** | * An outstanding teacher (proven record of successful teaching). * High expectations of themselves and others. * Presence and confidence. * Warmth and sensitivity. * Enthusiasm. * Robust and resilient, with a capacity to manage own work pressure and that of others effectively. * Leadership skills, i.e. the ability to influence and provide a structure for others in developing policy, solving problems and implementing decisions. * Strong moral purpose which inspires colleagues and students. | * Experience of working with others in curriculum development across a range of subjects. * Knows what outstanding looks like and has the proven ability to develop outstanding practice. |
| **Personal Skills** | * Excellent communication skills, both orally and in writing. * Excellent interpersonal skills and ability to maintain outstanding working relationships with students and colleagues. * Whole school vision and the ability to apply effective knowledge of current educational and curricular issues, recent reports and legislation. * Management skills, i.e. the ability to contribute to individual development, delegate, manage time, chair meetings, etc. * Ability to coach, mentor and deliver training to staff. * Proven ability to work as an effective team member. * Ability to inspire, challenge, motivate and empower teams and individuals to achieve the highest standards. * Prepared to hold others to account and be personally accountable. | * Evidence of effective use of these skills in a variety of situations in present or a recent post. |