St Bartholomew’s School



 **Personal Specification: Deputy Headteacher**

|  |  |  |
| --- | --- | --- |
|  | **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.
 |