**Person Specification - Assistant Headteacher**

**Qualifications**

* A degree qualification in an appropriate subject.
* Qualified Teacher Status.
* Evidence of Continuous Professional Development.

**Experience**

* Effective management of a successful team.
* At least two years’ successful middle/senior management experience.
* Track record of delivering outcomes for students.
* Innovation and creativity to engage, enthuse and progress learners.
* Partnership and team working.
* Developing and leading the implementation of strategies and CPD to achieve whole school improvement.
* Experience of managing change successfully.

**Abilities, Skills and Knowledge**

* Be prepared to support the Catholic ethos of the school.
* Ability to coach and motivate professionals, individually and within groups, to achieve individual and collective targets.
* Ability to develop and implement strategies to enhance and sustain whole school initiatives.
* Ability to work with a range of external agencies and stakeholders to deliver whole school initiatives.
* Ability to communicate verbally with, and write reports for, a range of stakeholders including Governors and external agencies.
* Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes.
* Ability to work autonomously, prioritise conflicting demands and thrive under pressure.
* ICT skills to manage and report on performance data to a range of audiences (Ofsted, Governors, parents, staff and students).
* Ability to use data as a tool for school improvement.
* Commitment and understanding of issues relating to safeguarding, pastoral matters and learning support.

**Personal Qualities**

* A strong commitment to inclusion and overcoming barriers to learning and achievement.
* Ability to self-review.
* Enthusiasm.
* Able to work under pressure and meet deadlines.
* Have a sense of humour and a tolerant yet rigorous approach.
* A proactive team member.
* Confident and articulate in addressing and presenting to all levels of authority.
* Ability to maintain a balance between professional and personal interests.
* Possess integrity and resilience as well as a developed sense of proportion and humour.
* A fair, flexible, ethical and decisive approach to leadership.
* Commitment to justice, equality and equal opportunities.
* Sound moral and philosophical values consistent with the needs of the school.