



HAZELWICK SCHOOL PERSON SPECIFICATION

The Appointments Panel will be seeking to appoint a candidate who matches as closely as possible the profile set out below.

QUALIFICATIONS AND TEACHING

Essential to have:

- Honours Degree and Qualified Teacher Status [QTS]
- Evidence of relevant professional development, at senior leadership level or for senior leadership responsibilities

Desirable to have:

- National Professional Qualification of Headship (NPQH)
- A higher degree / diploma, preferably in the field of education management

KNOWLEDGE / EXPERIENCE

Essential to have:

- At least five years senior leadership experience as a headteacher, deputy headteacher or assistant headteacher, in a secondary school, with a demonstrable track record of success in raising achievement and bringing about improvement at whole school level
- A thorough knowledge and understanding of educational law and practice concerning schools
- Personal experience of teaching at a secondary school level
- A clear understanding of and commitment to quality in education, ability to identify and establish the principles of an outstandingly effective school, experienced in strategies which raise students' achievement, the qualities to establish a strong school culture of personal development and commitment to learning and excellent behaviour
- Financial astuteness – awareness of financial management and experience of accountability for a budget
- Experience of operating at a strategic level and making appropriate decisions

Desirable to have:

- Experience of leadership at a secondary school offering sixth form education
- Experience of teaching in a highly diverse environment

SKILLS / ABILITIES

Essential to have:

- The ability to think and act strategically and communicate a vision of the school in line with leading edge developments in secondary education
- An inspirational leadership style that imparts confidence, motivates and galvanises staff, parents/carers and students
- The creativity and drive to design and implement programmes that will enrich the school
- The ability to forge productive relationships with governors, sponsors, parents/carers, students, the local community, other schools and partners
- The ability to recruit, deploy, develop, support and retain staff optimally by maximising appropriate delegation, co-ordinating the work of others, and building high-performing teams
- Outstanding all-round communication and presentation skills that can reach a variety of audiences
- The ability and confidence to make sound and timely decisions based on common sense, sound wisdom and good judgement; to manage and mitigate risk and grasp opportunities; and to challenge constructively and deal competently with conflict to secure the best outcome for the whole school
- The skills, experience and ability to model and promote high quality teaching and learning to meet the needs of all students
- The ability to strategically deploy the budget to maximise the benefit
- Demonstrated skills in the area of change management with the ability to deal proactively and effectively with both external and internal changes

PERSONAL QUALITIES

Essential to have or be:

- Fully committed to Hazelwick's ethos, values and vision and enjoy working with young people to enable them to reach their potential
- A strong leader who creates successful teams, serving the needs of colleagues and students

- Highly motivated, ambitious and not easily discouraged; calm under pressure with a good sense of humour
- Flexible and responsive to changing circumstances; able to demonstrate robustness and resilience
- Confident about providing challenge and support to the school community and be receptive to challenge and support
- High degree of probity and integrity; outstandingly reliable
- Personal impact and presence, being enthusiastic and energetic
- A demonstrable commitment to the principles of equality and diversity
- Committed to the personal development of self and others
- Able to foster a collaborative environment which thrives on trust and respect
- A good role model and an ability to lead by example
- Able to show a commitment to safeguarding and promoting the welfare of children and young people.

Updated January 2025