



Person Specification for the role of Assistant Headteacher

The successful candidate will be suitably qualified and experienced:

- ✓ A good honours degree and Qualified Teacher Status
- ✓ An excellent classroom practitioner
- ✓ Experience of middle leadership in excess of three years with a proven record of success
- ✓ Experience of teaching in more than one school
- ✓ A track record of and a commitment to continuous professional development
- ✓ A very good understanding of current trends, issues and initiatives in education
- ✓ Excellent IT skills

S/he will also demonstrate clear leadership potential and the ability to:

- ✓ Inspire and motivate others
- ✓ Model, set and maintain high standards
- ✓ Hold others to account
- ✓ Work hard
- ✓ Delegate appropriately and with confidence
- ✓ Make difficult decisions
- ✓ Work under pressure when necessary and meet deadlines
- ✓ Act on his or her own initiative
- ✓ Unreservedly accept and support SLT decisions in public
- ✓ Work with a range of staff at all levels
- ✓ Initiate and lead change at a whole school level
- ✓ Think clearly and strategically
- ✓ Negotiate where necessary, taking account of the views of others
- ✓ Be adaptable, flexible and open to feedback
- ✓ Think creatively and reflectively within an open, honest and forthright Senior Team
- ✓ Be innovative

S/he will also demonstrate excellent interpersonal skills and professional behaviours:

- ✓ Effective communication skills, orally and on paper
- ✓ Able to work well in a team and alone where necessary
- ✓ Highly organised and able to manage his or her own time
- ✓ Self-motivated
- ✓ Sense of proportion and a sense of humour
- ✓ Resilience
- ✓ Good problem solving and analytical skills
- ✓ Honest and open
- ✓ Willing to admit to and learn from mistakes

S/he will also be ambitious and committed to the school:

- ✓ Aspire to Headship
 - ✓ Be willing to contribute to extra curricular activities
 - ✓ Demonstrate a passion for education and for continuous school improvement
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