



## Person Specification

The successful candidate will be a graduate of a recognised British University or international equivalent and will have QTS. He/she will have had teaching experience in an 11-16 school, including experience at middle and senior level.

Category	Essential	Desirable	Assessment
Personal qualities	<ul style="list-style-type: none"><li>Unwavering commitment to improving the life-chances of young people</li><li>Honest and reliable</li><li>Positive demeanour and enthusiastic</li><li>Solution-focused</li><li>Effective mentor and coach</li><li>Committed and resilient</li><li>Emotionally intelligent and effective verbal and written communicator</li><li>Self-aware and committed to personal and professional development</li><li>Confident and skilled in tackling the most challenging elements of school leadership</li></ul>		Interview (I) Reference (R) Application Form (A)
Education and Training	<ul style="list-style-type: none"><li>Degree or equivalent</li><li>QTS</li><li>At least three years of proven strong, successful senior leadership and management experience in a secondary school</li></ul>	<ul style="list-style-type: none"><li>Evidence of further research and/or nationally recognised qualifications</li></ul>	I, A, R
Professional Development	<ul style="list-style-type: none"><li>Evidence of recent and appropriate professional development</li><li>Leading professional development within current workplace</li></ul>	<ul style="list-style-type: none"><li>Involvement in a leadership development programme</li><li>Leading/sharing professional development beyond current workplace</li></ul>	I, A, R

Category	Essential	Desirable	Assessment
Previous Experience	<ul style="list-style-type: none"> <li>• Relevant teaching experience</li> <li>• Understanding and commitment to the safeguarding and welfare of pupils</li> <li>• Performance management responsibilities</li> <li>• Target setting responsibilities</li> <li>• Key stage or department self-evaluation</li> <li>• School Improvement Planning</li> <li>• Understanding of how to create accountability systems in order to maximise the achievement of pupils</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership experience in more than one school</li> <li>• More than one senior leadership role</li> <li>• Staff recruitment</li> <li>• Whole school self-evaluation</li> </ul>	I, A, R
Skills & Knowledge	<ul style="list-style-type: none"> <li>• Thorough grasp of current curriculum issues</li> <li>• Ability to promote effective teaching and learning strategies</li> <li>• Ability to articulate high expectations to staff, pupils and parents</li> <li>• Ability to analyse and interpret data for whole school improvement</li> <li>• Ability to use ICT effectively in leadership and teaching</li> <li>• Can support and challenge colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner</li> <li>• Collaboration with other schools at a senior leadership level</li> <li>• Reporting to Governors</li> <li>• Working knowledge of SIMS and Management Information systems</li> </ul>	I, A, R
Other	<ul style="list-style-type: none"> <li>• Enhanced DBS Check</li> <li>• Commitment to equal opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Aspiring to headship</li> </ul>	I, A