**Person Specification - Assistant Head teacher**

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| **Essential** |
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| Qualified Teacher StatusOutstanding teacherExperience of outstanding leadership of pastoral teamsEvidence of further professional development |
| Passion and commitment for a vital role in our school |
| Successful teaching track record across the age and ability range |
| An understanding of the need for challenge and support and knowing how to get the balance right |
| High emotional intelligence |
| Ability to manage difficult conversations |  |
| Excellent persuasion, negotiation and diplomacy skills |
| The ability to inspire others |
| Forward looking, imaginative and creative |
| Infectious enthusiasmCan do approach, problem solverPays attention to detailAn excellent communicator |

 | An understanding of the requirements and demands of membership of the Senior Leadership TeamAn understanding and experience of strategies that can impact positively on student standards and progressAn understanding of data analysisAn understanding and experience of how to manage change successfully.Ability to represent the school impressively and effectively.Strong ICT skillsStrong organisational skillsCommitment to the school and community of RhylCommitment to school Equal Opportunities policy and practiceExcellent attendance and punctuality recordsA knowledge of safeguarding and child protection legislationAn understanding of the importance of parental engagementEnergy, ambition and a good sense of humour |
| **Desirable** |
| Departmental leadershipTeaching experience in more than one secondary school.Additional accredited CPDCoachingExperience of a challenging school settingAn understanding of the current issues impacting on Secondary Education in Wales. Experience of teaching and/or leading outcomes within English and Literacy |