**Person Specification - Assistant Head teacher**

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| **Essential** | |
| |  |  | | --- | --- | | Qualified Teacher Status  Outstanding teacher  Experience of outstanding leadership of pastoral teams  Evidence 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 enthusiasm  Can do approach, problem solver  Pays attention to detail  An excellent communicator | | | An understanding of the requirements and demands of membership of the Senior Leadership Team  An understanding and experience of strategies that can impact positively on student standards and progress  An understanding of data analysis  An understanding and experience of how to manage change successfully.  Ability to represent the school impressively and effectively.  Strong ICT skills  Strong organisational skills  Commitment to the school and community of Rhyl  Commitment to school Equal Opportunities policy and practice  Excellent attendance and punctuality records  A knowledge of safeguarding and child protection legislation  An understanding of the importance of parental engagement  Energy, ambition and a good sense of humour |
| **Desirable** | |
| Departmental leadership  Teaching experience in more than one secondary school.  Additional accredited CPD  Coaching  Experience of a challenging school setting  An understanding of the current issues impacting on Secondary Education in Wales.  Experience of teaching and/or leading outcomes within English and Literacy | |