PERSON SPECIFICATION

JOB TITLE	Deputy Head Academic
DEPARTMENT/SECTION	Academic

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS:		
• A postgraduate teaching qualification		✓
• A good honours degree in any discipline	✓	
• A postgraduate or national professional qualification in education management or leadership		✓
EXPERIENCE:		
• Record of outstanding teaching and delivering exceptional outcomes for all pupils	✓	
• Working at a strategic level	✓	
• Experience of managing people and resources in a changing and dynamic environment	✓	
• Experience of developing the practice of teachers at different levels of experience and stages of their careers.		✓
• Experience of leading effective communications in this area	✓	
• Expert knowledge of current educational issues and developments within the pedagogical, teaching and learning and curriculum sphere.	✓	
• Understanding of high-quality teaching and learning strategies in a secondary school, and the ability to model this for others and support others to improve	✓	
• Ability to communicate a vision and inspire others	✓	
• Experience in a similar, high-achieving academic environment.		✓
KNOWLEDGE & SKILLS:		
• Shows a clear and detailed understanding of what will be involved in addressing the key tasks in the job description	✓	
	✓	

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• Excellent communicator (both orally and in writing) with exceptional interpersonal skills		
• Proven ability to manage and support teaching staff	✓	
• A proven interest in teaching and learning and assessment	✓	
• Proven success of planning and teaching a specialist subject	✓	
• Sound decision making skills with the commitment to see through strategies from concept to conclusion	✓	
APTITUDES:		
• Be able to think strategically at a whole school level and be prepared to challenge and to ask questions	✓	
• Possess a positive attitude and approach to change and development	✓	
• Work collaboratively and effectively with others	✓	
• Ability to work independently and collegiately with the Leadership Team under broad direction	✓	
• Be able to balance effectively the priorities of the School	✓	
• Ability to build and maintain positive, respectful relationships with pupils, parents, carers and colleagues	✓	
• Ability to deal with difficult situations calmly with a proportionate response	✓	
• Commitment to continued professional development and the development of others	✓	
• Able to think creatively, anticipate and solve problems, plan and organise themselves and others	✓	
• Have a strong sense of self-awareness and be willing to learn	✓	
• High levels of personal resilience	✓	
• Have a balanced sense of perspective	✓	
• Has a presence which inspires confidence	✓	
• A commitment to their own professional development	✓	
• A strong desire or experience of building professional networks and to engage in impactful partnership working.	✓	

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