



	ESSENTIAL CRITERIA	DESIRABLE CRITERIA	MEASURED BY
EDUCATION & QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified to degree level and above • Qualified to teach and work in the UK • Experience of senior and middle leadership • Outstanding classroom practitioner 	<ul style="list-style-type: none"> • 2:1 or better at degree level • Postgraduate qualification 	<ul style="list-style-type: none"> • Application • Interview
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • The ability to be a reflective and responsive teacher with a record of excellent progress outcomes for students • Excellent communication and organisational skills • The ability to liaise effectively with parents and carers • The ability to discern and prioritise effectively • The ability to use data to evaluate accurately, identify issues and intervene appropriately • The ability to elicit, welcome and act upon critical feedback from others • Understanding of how to gather information, create systems and processes, rigorously monitor, review and analyse • Experience of leading the Performance Management of staff 	<ul style="list-style-type: none"> • Understanding of assessment theory and the ability to translate this into practical application in school settings • Knowledge and understanding of self-assessment and quality assurance procedures 	<ul style="list-style-type: none"> • Application • Interview task • Interview
EXPERIENCE & KNOWLEDGE	<ul style="list-style-type: none"> • Experience of prior successful leadership at a middle or senior level • Previous experience and evidence of whole school impact • Familiarity with current developments in curriculum • Experience of creating, monitoring and amending 'fit for purpose' systems • Experience of conducting training / leading INSET 	<ul style="list-style-type: none"> • Experience of resolving difficult situations with parents and carers • Experience of having improved and sustained standards 	<ul style="list-style-type: none"> • Application • Interview task • Interview
CORE QUALITIES	<ul style="list-style-type: none"> • Courage: to remain constructively discontent with your own levels of mastery • Honesty: to be accountable for your own actions and inactions and learning from your outcomes 		<ul style="list-style-type: none"> • Interview



	<ul style="list-style-type: none">• Determination: to be insatiably curious and taking joy in reaching your professional goals• Humour: to remain positive and keep things in perspective• Kindness: to collaborate in order to create a culture of professional generosity• Track record of being able to have difficult conversations that bring about change.		
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