**Person Specification**

**ROLE: ASSISTANT HEAD TEACHER**

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|  |  |  | **Assessed by:** | |
|  | **CATEGORIES** | **Essential/**  **Desirable** | **App Form** | **Interview/**  **Task** |
| **QUALIFICATIONS** | | | | |
|  | A Degree in the relevant subject | **E** | √ | √ |
|  | Qualified Teacher Status | **E** | √ | √ |
|  | Evidence of continuous professional development | **E** | √ | √ |
|  | Middle or Senior Management Qualification | **D** | √ | √ |
| EXPERIENCE | | | | |
|  | Track record of delivering outstanding teaching and outcomes for pupils | **E** | √ | √ |
|  | Use of innovation & creativity to engage, enthuse & progress learners | **E** | √ | √ |
|  | Experience of partnership working and collaboration within a school or local authority context | **E** | √ | √ |
|  | Effective management of people and team of professionals within a school setting | **E** | √ | √ |
|  | Analysis and use of data to plan and implement intervention strategies to raise academic performance | **E** | √ | √ |
|  | Developing and leading strategies to sustain whole school improvement | **E** | √ | √ |
|  | Leading the delivery of coaching and INSET sessions to support the professional development of others. | **E** | √ | √ |
| **ABILITIES, SKILLS AND KNOWLEDGE** | | | | |
|  | Ability to teach to A Level standard | **E** | √ | √ |
|  | Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor pupil progress effectively | **E** | √ | √ |
|  | Ability to coach and motivate professionals, individually and within groups, to achieve individual and collective targets | **E** | √ | √ |
|  | Ability to develop and disseminate effective learning and teaching and classroom management strategies | **E** | √ | √ |
|  | Ability to communicate, orally and in writing, with a range of people and groups | **E** | √ | √ |
|  |  |  | **Assessed by:** | |
|  | **CATEGORIES** | **Essential/**  **Desirable** | **App Form** | **Interview/**  **Task** |
|  | Ability to analyse and interpret performance data to inform school improvement | **E** | √ | √ |
|  | Knowledge and experience of curriculum development and delivery | **E** | √ | √ |
|  | Knowledge of effective intervention to raise attainment through assessment strategies | **E** | √ | √ |
|  | Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes | **E** | √ | √ |
|  | Knowledge of curricula, specifications and assessment criteria of the leading subjects | **E** | √ | √ |
|  | Ability to prioritise conflicting demands | **E** | √ | √ |
|  | Possesses the necessary ICT skills to develop, manage and report on performance data, curriculum and assessment | **E** | √ | √ |
| **PERSONAL QUALITIES** | | | | |
|  | A passionate belief and commitment to the ethos, vision, values and mission of the school | **E** | √ | √ |
|  | Highly organised, literate and articulate | **E** | √ | √ |
|  | Highest levels of professional and personal integrity | **E** | √ | √ |
|  | Personal resilience, persistence and perseverance | **E** | √ | √ |
|  | Commitment to the pursuit of continuous professional development by self and others | **E** | √ | √ |
|  | Commitment to delivering after school and pre-exam sessions as required, in addition to enrichment opportunities for learners | **E** | √ | √ |