

Assistant Headteacher: Leader of Learning Key Stage 5 Person Specification

	Measured by: A - Application I – Interview	Essential or Desirable
Personal Qualities		
Passionate believer in the concept of servant leadership and the willingness to place students at the centre of all decision making	A, I	E
Relentless commitment to uphold, nurture and live out the school's Christian ethos as expressed in the Vision, Mission and Underpinning Elements of Dignity, Community, Wisdom and Hope	A, I	E
Solution focused	A, I	E
Possess the resilience, drive, passion and commitment to lead whole school change whilst maintaining a positive disposition and supporting others	I,	E
People orientated leader able to inspire commitment, enthusiasm and collegiality from all stakeholders	A, I	E
Values diversity and the dignity of every individual, recognising their unique God given gifts and talents	A, I	E
Demonstrates the highest professional standards and expectations at all times	A, I,	E
Able to employ a range of leadership and management styles appropriately, to motivate others	A, I	E
Reflective practitioner, ensuring a culture of continuous improvement	A, I	E
Team player	I	E

Professional Experience		
Middle leadership experience in secondary education	A	E
Outstanding teaching experience in an 11-18 comprehensive	A	D
Proven understanding of current learning and teaching developments	A,I	D
A record of recent sustained progress in raising standards in personal development, behaviour and welfare, with improved outcomes for young people	A, I	D
Developing and motivating a skilled and effective team	I	E
Proven recent successful experience of the management of change	A, I	E
Proven recent successful experience of enabling colleagues to be ambitious professionals	A, I	E
Proven recent successful experience of raising professional standards	A, I	D

Skills, Abilities and Knowledge		
Knowledge and understanding of education policies and practices relating to the education and training of young people aged 11 - 19	A, I	E
A skilled mentor and coach	A, I	E
Demonstrates strong emotional intelligence in relationships with all stakeholders	A, I	E
Exceptional communication skills which inspire all stakeholders	I	E
Proven capacity to hold self and others to account	I, R	E

Education		
Good honours degree	A	E
QTS	A	E
Higher degree	A	D
Evidence of recent and regular professional development	A	E

