**ASSISTANT HEADTEACHER - PERSON SPECIFICATION**

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| **AREA** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications: | * Degree and PGCE, QTS or equivalent.
 | * Evidence of further study.
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| Professional Development: | * Evidence of appropriate professional learning.
* A clear commitment to professional development and continuous learning.
 | * An NPQSL qualification or willingness to complete course.
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| Experience:  | * Teaching experience in more than one school.
* A proven record of Senior Leadership or Middle Management impact in a Middle or High School.
* Proven ability as a high quality specialist subject teacher.
* Effective leadership and management of change and strategic whole school initiatives.
* Effective monitoring and evaluation of performance and practice.
* A comprehensive understanding and knowledge of developments in teaching and learning.
 | * A record of working effectively with Governors.
* Involvement in whole school and/or subject reviews and learning walks.
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| Knowledge & Skills: | * An excellent classroom practitioner.
* An outstanding role model for staff and students alike.
* A strategic use of data for school improvement purposes.
* Experience of supporting others in their performance development.
* First class ICT skills.
* Ability to demonstrate vision and strategic leadership of a school.
* A sound knowledge of assessment developments and initiatives.
* An understanding of collective responsibility and accountability.
* An ability to develop excellent relations with students, staff, parents, governors and the local community.
* Ability to work effectively as a representative of the school in a cluster or pyramid or M.A.T.
 | * An understanding or willingness to embrace the uniqueness of the ‘middle years’.
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| Personal Attributes/Qualities: | * A strong intellect, energy and a positive approach to opportunities and challenges.
* High level interpersonal skills and a distinct presence around school.
* Ability to work under pressure and maintain a sense of humour.
* The ability to work collaboratively with school stakeholders, parents/carers, governors, external agencies and the local community.
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