**ASSISTANT HEADTEACHER - PERSON SPECIFICATION**

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| **AREA** | **ESSENTIAL** | **DESIRABLE** |
| Qualifications: | * Degree and PGCE, QTS or equivalent. | * Evidence of further study. |
| Professional Development: | * Evidence of appropriate professional learning. * A clear commitment to professional development and continuous learning. | * An NPQSL qualification or willingness to complete course. |
| 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. |
| 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’. |
| 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. |  |