# Person Specification for Assistant Headteacher

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| Criteria | Qualities |
| **Qualifications** | * Qualified teacher status * Degree level qualification * Professional development in preparation for a leadership role |
| **Experience** | * Successful management experience in a school * Teaching experience in primary schools * Experience in leading and motivating staff * A proven track record of raising achievement * Involvement in school self-evaluation and development planning * Line management experience * Experience of improving the quality of teaching and learning through processes of monitoring and support * Experience of observing lessons and giving feedback |
| **Skills and knowledge** | * Excellent understanding of assessment, data analysis and target setting for improvement * Understanding of high-quality teaching, and the ability to model this for others and support others to improve in Early Years, KS1 and KS2 * Understanding of school finances and financial management * Effective communication and interpersonal skills * Ability to communicate a vision and inspire others * Ability to build effective working relationships * Good understanding of effective strategies for establishing and maintaining high standards of behavior * Knowledge of more able provision * Awareness of SEND and learning needs |
| **Personal qualities** | * Commitment to safeguarding, equality and promoting the welfare of children * Ability and commitment to develop and maintain the ethos of the school in partnership with the headteacher * Ability to work under pressure, prioritise effectively and meet deadlines * Commitment to maintaining confidentiality at all times * Think creatively to solve problems and identify opportunities * Demonstrate energy and resilience in a range of situations * Ability to deal sensitively with people, pre-empting and resolving conflict * To aid the headteacher to initiate and manage change * To delegate and monitor effectively |