**ASSISTANT HEADTEACHER**

**PERSON SPECIFICATION**

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| **Qualifications** | **Essential** | **Desirable** | **Evidence** |
| Degree and qualified teacher status |  |  | Application |
| Further degree or study at High level |  |  | Application |
| Further professional learning and development |  |  | Application |
| Ambition to progress to Headship |  |  | Interview |
| DSL Level 2  |  |  | Application |
| **Experience** |  |
| Leading safeguarding across secondary phase |  |  | Application |
| Leading a significant team in developing and delivering strategic aims |  |  | Application |
| Working with and presenting to parents/carers |  |  | Application |
| Working collaboratively with Governors and agencies beyond the school |  |  | Application/Interview |
| Undertaking action research |  |  | Application |
| Experience of working in a school that has undergone rapid transformation |  |  | Application/Interview |
| Experience of working at a school in which students achieve exceptional progress |  |  | Application/Interview |
| Experience as a Middle Leader with high impact |  |  | Application/Interview |
| Experience of leading professional learning for teachers |  |  | Application/Interview |
| **Teaching & Learning**  |  |
| Experience of developing and implementing strategies for quality assurance, monitoring and measuring impact |  |  | Application/Interview |
| Effective and intelligent use of data to raise outcomes for young people |  |  | Application/Interview |
| **Leadership & Management** |  |
| Experience of leading intervention resulting in the delivery of successful change |  |  | Application/Interview |
| Ability to adapt leadership approaches for different situations |  |  | Interview |
| Ability to create a dynamic working environment where colleagues feel valued and accountable to the school |  |  | Interview/Reference |
| Lead with emotional intelligence |  |  | Interview/Reference |
| Lead by example, inspiring, motivating and empowering others |  |  | Interview/Reference |
| **Professional Knowledge** |  |
| Developing and embedding systems to support school safeguarding work |  |  | Application/Interview |
| Developing a caring ethos routed in high expectations and outcomes within a school |  |  | Application/Interview |
| Intervention strategies and models for raising achievement of the most vulnerable groups |  |  | Application/Interview |
| Be fully appraised and aware of educational and other appropriate developments, national and international and assess their impact on the school and the team for which you are responsible |  |  | Interview |
| Child protection and safeguarding at a strategic level |  |  | Application |
| Developing successful strategies for engaging parents/carers |  |  | Interview/Reference |
| Inclusive approach to education |  |  | Interview/Reference |
| Undertaking or willing to undertake further professional training |  |  | Interview |
| **Skills & Attributes** |  |
| Ability to lead, motivate and inspire teams |  |  | Interview/Reference |
| Capacity to challenge teams and individuals to improve performance |  |  | Application/Interview |
| Ability to play a significant role in the development and implementation of a shared strategic vision for raising outcomes |  |  | Interview |
| Capacity to work alongside colleagues, coaching and advising in order to improve performance |  |  | Application/Interview |
| Proven track record of leading improvement across a team, resulting in improved outcomes |  |  | Application/Interview |
| Ability to synthesise and analyse data, and draw up detailed action plans leading to securing improvement |  |  | Application/Interview |
| Ability to demonstrate and promote effective practice |  |  | Application/Interview |
| Ability to quickly establish and maintain positive relationships with students, staff and families |  |  | Interview/Reference |
| Excellent understanding of safeguarding issues and promoting the welfare of children and young people |  |  | Interview/Reference |
| Passionate about young people and securing the best opportunities for them |  |  | Interview/Reference |
| Proven ability to work effectively as a team member |  |  | Interview/Reference |
| Effective communicator |  |  | Interview/Reference |
| Presence and confidence |  |  | Interview |
| An efficient administrator |  |  | Interview/Reference |
| Maintains and encourages a work/life balance |  |  | Interview |
| Personal resilience, tenacity and enthusiasm with the ability to work effectively under pressure |  |  | Interview/Reference |
| Demonstrates personal and professional integrity, dedication, loyalty and sense of humour |  |  | Application/Interview |