



Maidstone Grammar School
for Girls

Non sibi sed omnibus

Assistant Headteacher Person Specification

A list of qualities required always looks daunting. However, we would like to reassure you that we are realistic, and more interested in you as a whole person rather than in a tick-list of your attributes. It is not expected that you will have had the opportunity to develop each of the skills to the same level. Please use the statement in support of your application as an opportunity to tell us about your strengths, or the elements of your work of which you are most proud, and the ways in which you could make a contribution to this school. Thank you.

	Characteristics
Qualifications	<ul style="list-style-type: none">• Qualified teacher status• Good honours degree• Leadership experience or training
Personal qualities	<ul style="list-style-type: none">• Courage, patience, and good humour• Capacity for hard work and high level of energy• Sustained enthusiasm and high use of initiative• High expectations of self and others• Professional and supportive relationships with others• Commitment to raising standards and aspirations• Perceptive and creative approach to problem-solving.
Experience	<ul style="list-style-type: none">• Successful teaching to sixth form level• Successful leadership of department or similar providing direction, leading work of others, holding others to account, monitoring and evaluating• Effective management of change and improvement• Excellence in an academic area• Leading change or innovation at whole school level• Promoting the school within the community.
Knowledge	<ul style="list-style-type: none">• Up-to-date and practical knowledge of recent and proposed developments in secondary education• Knowledge of best practice teaching methodologies• Understanding of excellent practice in pastoral care• Understanding of best and current practice in relation to safeguarding.
Skills	<ul style="list-style-type: none">• Excellent teaching skills with high level of success for students in external examinations• Ability to teach more than one subject• Strong ICT skills• Excellent communication skills with effective presence as a public speaker• Quick thinking and articulate• Strong leadership skills with the ability to inspire, lead, and support others• The ability to think and act strategically• Strong negotiation skills• The ability to develop the performance of others