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| AHT – Person Specification |
| Attributes | Essential | **Desirable** | Evidence |
| Education, Training and Qualifications | * Qualified teacher status
* Evidence of recent and relevant CPD
* Understanding of current trends in education both nationally and internationally
 | * Higher degree or qualification
 | Letter/Application Form or Interview |
| Experience | * 7+ Years of successful teaching experience in a school or equivalent
* Coaching and mentoring staff
 | * Experience of school(s) in an urban context
* Ability to deliver a ‘core’ subject
* 3+ Years of successful experience as a middle leader
 | Letter/Application Form or Interview  |
| Skills and Abilities | * ‘Outstanding’ teaching
* Ability to formulate an action plan and deliver against SMART targets
* Able to inspire, challenge and motivate others
* Anticipate problems, develop creative solutions
* Set and achieve ambitious, challenging goals and targets for self
* Listen to and reflect on feedback from others
* High level of oral, written and ICT skills
* Excellent presentation skills (eg speaking to large groups of pupils/ parents/staff etc)
* Able to build and maintain positive relationships with individuals and groups
* Prioritise, plan and organise self
 | * Use of SIMS
 | Letter/Application Form or Interview  |
| Motivation and Personality | * Desire to work in an ‘all through’ environment
* Commitment to inclusion
* Ambitious for career development
* Team player
* Positive attitude
* Relentless optimism
* Genuine concern for the welfare of staff and pupils
 |  | Letter/Application Form or Interview |
| Personal | * Able to work under pressure and manage own stress
* Willing to accept the demands and challenges of the post and respond in a flexible manner
 |  | Letter/Application Form or Interview |