**Assistant Headteacher – Teaching, Learning & Curriculum**

**PERSON SPECIFICATION**

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|  | **Criteria** | **Essential** | **Desirable** | **Application Form** | **Certificates** | **Selection Process** | **Reference** |
| **Qualifications** | Qualified teacher status in England and Wales | ✓ |  | ✓ | ✓ |  |  |
| Degree | ✓ |  | ✓ | ✓ |  |  |
| Professional development in preparation for a leadership role |  | ✓ | ✓ | ✓ |  |  |
| **Skills and Experience** | Leadership and management experience in a school | ✓ |  | ✓ | ✓ |  | ✓ |
| An inspirational teacher with an excellent understanding of practice and current teaching experience of secondary age students at GCSE | ✓ |  | ✓ |  | ✓ | ✓ |
| Involvement in school self-evaluation and development planning |  | ✓ | ✓ |  | ✓ | ✓ |
| Line management experience | ✓ |  | ✓ |  | ✓ | ✓ |
| Experience of contributing to staff development | ✓ |  | ✓ |  | ✓ | ✓ |
| Experience of developing a high-quality learning environment through high expectations of pupil behaviours |  | ✓ | ✓ |  | ✓ | ✓ |
| Substantial experience of data analysis and target setting to ensure excellent outcomes |  |  | ✓ |  | ✓ | ✓ |
| Understanding of high-quality teaching, and the ability to model this for others and support others to improve | ✓ |  |  |  | ✓ | ✓ |
| Prepared to learn from, and share, new experiences, and take responsibility for their own continuing professional development |  | ✓ |  |  | ✓ | ✓ |
| Effective communication and interpersonal skills | ✓ |  |  |  | ✓ | ✓ |
| Ability to form and communicate a vision and inspire others | ✓ |  |  |  | ✓ | ✓ |
| Ability to build effective working relationships | ✓ |  |  |  | ✓ | ✓ |
| Ability to lead management processes on behalf of the school and Trust to the highest standard when required |  | ✓ |  |  | ✓ | ✓ |
| **Personal Qualities** | A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school | ✓ |  |  |  | ✓ | ✓ |
| Ability to work under pressure and prioritise effectively | ✓ |  |  |  | ✓ | ✓ |
| An energetic and enthusiastic presence that commands respect. | ✓ |  |  |  | ✓ | ✓ |
| Integrity, respect for others and a commitment to safeguarding and equality | ✓ |  |  |  | ✓ | ✓ |
|  | Self-motivated, organised and ambition for self and others | ✓ |  |  |  |  | ✓ |