

Person Specification - Assistant Headteacher - The Hill Primary School

Skills	Essential	Desirable
Professional Qualifications	<ul style="list-style-type: none"> ♦ Qualified teacher with DCSF and GTC registration 	<ul style="list-style-type: none"> ♦ Evidence of further recent study ♦ Evidence of professional development ♦ Coaching qualification
Teaching	<ul style="list-style-type: none"> ♦ Excellent classroom practitioner ♦ Commitment to high standards ♦ Evidence of differentiated planning and AfL ♦ Ability to deal effectively and positively with difficult and challenging behaviour ♦ Up to date knowledge of the National Curriculum ♦ Be able to articulate and recognise characteristics of good teaching and learning ♦ Model inclusive teaching and learning 	<ul style="list-style-type: none"> ♦ Experience across KS1 and KS2 ♦ Minimum of 5 years teaching experience ♦ Up to date knowledge of the curriculum in EYFS ♦ Teaching experience in more than one school
Management Competencies & Experiences	<ul style="list-style-type: none"> ♦ Ability to manage and engage diverse colleagues & stakeholders ♦ Calmness when managing stressful situations ♦ Good time management ♦ An organised and solution focused approach to working ♦ Data analysis, target setting and evaluation skills 	<ul style="list-style-type: none"> ♦ Recent effective management of a core curriculum subject or cross curricular area ♦ Experience of managing change ♦ Experience of timetabling others
Leadership Qualities & Competencies	<ul style="list-style-type: none"> ♦ A positive presence that inspires confidence ♦ An excellent communicator in person and in writing ♦ Confident and resilient ♦ Willing to lead by example ♦ Ability to conduct difficult conversations sensitively ♦ A team player and builder who can motivate others ♦ Use of data to inform school improvement priorities 	<ul style="list-style-type: none"> ♦ Ability to involve others in decision making ♦ Experience of innovating / initiating ♦ Previous senior leadership experience
Personal Attributes	<ul style="list-style-type: none"> ♦ A manner that is enthusiastic, approachable and caring ♦ The ability to build positive relationships with everyone ♦ The belief that children deserve an education that "adds value" whatever their prior attainment or vulnerability ♦ Passionate about working with children and a commitment to their entitlement to rich educational experiences ♦ Ability to deal calmly with challenging behaviour ♦ High expectations for self, colleagues and learners ♦ Thrives on responsibility and finds challenges enjoyable 	<ul style="list-style-type: none"> ♦ An open, consultative and honest management style ♦ Successfully manages others' stress ♦ Confident in seeking help when necessary ♦ Ambitious
School Specific Needs	<ul style="list-style-type: none"> ♦ Commitment to promoting school improvement ♦ Engage "hard to reach" parents in their child's education ♦ Understand, celebrate and promote equal opportunities for all ♦ A commitment to distributed leadership and accountability 	<ul style="list-style-type: none"> ♦ Willingness to support out of school activities ♦ Willingness to support residential visits