

PERSON SPECIFICATION

JOB TITLE	Assistant Headteacher
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CRITERIA	ESSENTIAL	DESIRABLE
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Qualifications	
Qualified Teacher Status Essential	Essential
A good honours degree	Essential
Further professional qualifications	Desirable
Evidence of recent professional development	Essential
Experience	
A minimum of 3 years' successful experience as a member of a school Middle Leadership Team or above	Essential
Experience of working in more than one secondary school and having different experiences	Essential
Experience of leading successful improvements and managing change at a whole school level	Essential
A proven track record in ensuring outstanding outcomes for students	Essential
Experience and understanding of the current OFSTED framework	Essential
Experience of whole school evaluation	Desirable
Skills and knowledge	
Proven record as a good/outstanding teacher	Essential
Great communication skills and educational credibility	Essential
Understanding of quality first teaching, differentiation, planning and assessment for learning	Essential
Successful track record in using data to raise achievement	Essential
Capacity to deal successfully with different stakeholders in a school	Essential
Personal Skills	
A 'visible' leader, with a whole school presence	Essential
Ability to relate well to people at all levels	Essential
Ability to inspire, challenge, influence and motivate others	Essential
Flexibility and resilience	Essential
High organisational skills including the ability to prioritise and manage time effectively	Essential
Capacity and enthusiasm for hard work and challenge	Essential
Capacity to work hard under pressure	Essential
Able to work as part of a team whilst also being self-motivated	Essential
Ability to adapt leadership style to fit the needs of the situation	Essential
Capacity to reflect on own practice in order to grow as a leader	Essential
positive outlook and a good sense of humour	Essential
Other	
Commitment to safeguarding and promoting the welfare of children and young people	Essential
Ambition and potential to move on to Headship	Desirable