



Assistant Headteacher

Person Specification

Qualifications	Essential	Desirable	Method of assessment/Evidence
A good honours degree	✓		Appropriate original certificates
A teaching qualification	✓		
Higher degrees		✓	
Membership of professional body relevant to subject		✓	
Evidence of continuous professional development	✓		
Evidence of further training in leadership and management		✓	
Experience			
Experience middle leadership which has led to improved provision and student outcomes	✓		Application form Interviews References
A track record of leading on and successfully implementing whole-school change	✓		
Proven record of exemplary teaching which has ensured outstanding progress and achievement for all students	✓		
Experience of monitoring and evaluating, including through data analysis	✓		
Skills, characteristics, and competences			
Thorough awareness and understanding of safeguarding and welfare of children	✓		Application letter Interviews and interview tasks
Excellent knowledge of pedagogy and how to keep informed of developments in education	✓		
Excellent communication skills both orally and in writing, with the ability to inspire and lead others	✓		
Ability to guide staff on how to improve teaching and learning	✓		
Evidence of willingness to embrace the values and ethos of TBGS	✓		
Ability to analyse data to guide strategic planning and target setting, knowing how to monitor and evaluate progress	✓		
Secure understanding of assessment strategies	✓		
Experience of nurturing the best from staff through coaching, observation or mentoring		✓	
Ability to use data management systems		✓	
Personal qualities			
A willingness to share ideas, and the ability to evaluate and develop them with senior leaders, as well as other staff	✓		Interviews and interview tasks References
Enthusiasm and energy, a passion for education and developing practice	✓		
Self-motivation and commitment, a 'can do' attitude and initiative, and a commitment to Continuous Professional Development	✓		
A team player, with diplomacy, patience, and flexibility	✓		
Resilience, organisational skills, and an enhanced understanding of how to maintain work-life balance to stay healthy and productive	✓		
High expectations of self and others, and a commitment to act with integrity, openness, and honesty	✓		