



Selection Criteria Assistant Headteacher	Assessed by
Qualifications <ul style="list-style-type: none"> • Qualified to Degree Level and/or beyond • Qualified to teach and work in the UK • NPQSL or equivalent qualification or a willingness to undertake this level of professional development 	Application form
Experience <ul style="list-style-type: none"> • Experience at Middle Leadership or equivalent • Experience of leading a whole school initiative or significantly contributing to the success of a school • Experience of contributing to policy formulation, implementation, evaluation and review • Experience of self-evaluation and improvement planning • Experience of coaching and mentoring, successfully supporting staff in their ability to deliver the highest level of teaching and learning • Evidence of having direct impact on raising attainment levels in a subject area • Evidence of implementing and sustaining effective behaviour management strategies, supporting students to develop positive behaviour for learning • Experience of developing and leading/contributing to impactful INSET • Effective working with a variety of stakeholders, including parents and carers through a pastoral care system 	Covering Letter
Skills and Abilities <ul style="list-style-type: none"> • Effective leadership and management style that encourages collaboration, innovation and develops respect, confidence and trust • The ability to enthuse and inspire others • The ability to develop positive relationships with all students, parents, governors and other stakeholders • Strong interpersonal, written and oral communication skills • Excellent listening skills • The ability to work as part of different teams, using challenge where necessary • The ability to lead, coach and motivate staff within the professional growth programme, including the management of “underperformance” • Strong organisational and time management skills, a task “finisher” • The ability to delegate appropriately • Excellent classroom practitioner • Confident use of data to assess, inform and action plan in order to raise progress and attainment 	Covering Letter & Interview Process
Personal Qualities <ul style="list-style-type: none"> • Honesty, integrity and a strong moral code • The highest levels of emotional intelligence • Confidence, enthusiasm and self-motivation • A firm and unwavering belief in the unlimited potential of every student and a commitment to inclusive education provision • Passion, energy, resilience and optimism to lead the school through any day to day challenges whilst maintaining a clear strategic vision and direction • A readiness to reflect and self-evaluate • Flexibility, embracing change and improvement • A commitment to own personal and professional growth • The ability to work under pressure and be decisive 	Interview Process