

PERSON SPECIFICATION

Job Title: Deputy Headteacher Achievement
Reporting to: Senior Deputy Headteacher
Duration: Permanent

No.		Essenti al/Desir able	Application Form	Assessed by I/T/R
QUALIFICATIONS				
1	A relevant degree qualification.	E	✓	
2	Qualified Teacher Status	E	✓	
3	Appropriate leadership / qualification e.g. NPQH	E	✓	
EXPERIENCE				
4	Significant experience of leadership at curriculum level	E	✓	I/R
5	Experience of leadership in two or more schools	D	✓	I/R
6	Experience of leading a successful team	E	✓	I/R
7	Developing strategic plans and ensuring their delivery with impact	E	✓	I/R
8	Understanding what outstanding teaching practice looks like and how to use data to rapidly improve outcomes	E		I/T
9	Leading and developing formative and summative assessments to drive achievement	E	✓	I/R/T
ABILITIES, SKILLS AND KNOWLEDGE				
10	Proven ability to lead others, managing day-to-day operational issues collaboratively	E	✓	I/R
11	Ability to teach to GCSE in relevant subject area	E	✓	I/R/T
12	Ability to deliver effective learning and teaching in the classroom.	E		R/T

13	Ability to form positive and productive relationships which underpin our approach to pupil behaviour.	E	✓	R/T
14	Current working knowledge of curricula, specifications and assessment criteria	E	✓	R/T
15	Ability to prioritise conflicting demands.	E	✓	I/R
16	Ability to set clearly articulated targets, track progress and adopt strategies towards achieving them.	E	✓	I/R
17	Ability to use ICT and technology in the classroom to deliver engaging lessons and monitor student progress effectively.	E	✓	I/R
18	Ability to communicate effectively and sensitively with a range of groups and individuals.	E	✓	I/R/T

PERSONAL QUALITIES

19	Ability to prioritise and manage time effectively	E	✓	I/R/T
20	Ability to have challenging conversations with empathy and sensitivity	E	✓	I/R/T
21	Highly organised and emotionally literate	E	✓	I/R/T
22	A strong belief in the value of education in developing citizens.	E	✓	I/R/T
23	Highest levels of professional and personal integrity.	E	✓	I/R/T
24	A strong commitment to inclusion and overcoming barriers to learning and achievement.	E	✓	I/R/T
25	Personal resilience, persistence and perseverance	E	✓	I/R/T
26	Commitment to the pursuit of continuous professional development of oneself and others	E	✓	I/R/T

27	Ability to support and motivate others	E	✓	I/R/T
28	Sense of humour	E	✓	I

