

Person Specification: Deputy Headteacher

Essential skills, knowledge, experience and personal qualities (in no particular order)	
1.	A proven track record of successful senior leadership, either subject or pastoral; able to articulate impact of actions.
2.	Team leadership, team building and team membership skills.
3.	Clear understanding of how student outcomes can be improved.
4.	Knowledge, understanding, and possibly experience of whole school improvement issues.
5.	Ability to assume responsibility for whole academy areas including holding others to account.
6.	A proven record of excellence in the classroom.
7.	Ability to think strategically including an understanding of barriers to learning and how they may be removed.
8.	Deep understanding of outstanding learning and teaching.
9.	The potential to lead whole academy projects.
10.	The ability to gain trust and confidence of colleagues.
11.	High level time-management skills.
12.	Ability to communicate to a variety of internal and external audiences.
13.	Resilience, commitment, energy and enthusiasm.
14.	Creativity, imagination, and a sense of humour (relentlessly optimistic!)
15.	First-class organisation and presentation skills.
16.	Prepared to challenge self and others.
Desirable skills, knowledge, experience and personal qualities	
1.	Successful experience of leading a whole academy area.
2.	Experience of working with external agencies.
3.	Experience of working with governors.
4.	Potential and ambition for further career development, targeting headship.
5.	Knowledge and understanding of the role of ICT and new technologies.
6.	An ability to promote the academy through the media and the local community.