Deputy Headteacher – Person Specification

We are looking for a passionate leader with a 'can do' approach who can motivate and inspire others. You will be a positive professional, willing to go the extra mile to ensure that all in our community, staff and students, are supported to realise their full potential.

Qualifications, experience and professional development	Essential	Desirable
Qualified Teacher Status	✓	
Good honours degree	✓	
Further professional qualifications		✓
Evidence of further professional development	✓	
Relevant, recent experience of teaching in an 11-16 or 11-18 school	✓	
A minimum of 3 years' experience as an Assistant Headteacher	✓	
Experience of working in more than one secondary school		✓
Proven record as a teacher whose students make excellent progress	✓	
Track record of developing staff	✓	
Experience of leading at least an aspect of curriculum and teaching and learning	✓	
Experience of planning staffing and curriculum requirements		✓
Experience of resource management including budgetary innovation		✓
Demonstrable positive impact in previous roles	✓	
Experience of leading successful improvements and managing change at a whole school level	✓	

Skills and Abilities	Essential	Desirable
Capacity and enthusiasm for hard work	✓	
Ability to work as part of a team whilst also being self-motivated	✓	
Ability to manage behaviour and instil in others the confidence to do the same	✓	
A visible and credible presence with the ability to relate well to people at all levels	✓	
Ability to work calmly under pressure and maintain a positive and optimistic attitude	✓	
Ability to manage and resolve conflict	✓	
Excellent organisational skills including the ability to prioritise and manage time effectively	✓	
Ability to think strategically, analytically and creatively and demonstrate initiative in solving problems	✓	
High level of presentation and literacy skills	✓	
Excellent interpersonal and communication skills	✓	
Ability to acknowledge success and challenge underperformance	✓	

Personal Qualities	Essential	Desirable
Ability to inspire, challenge, influence and motivate others	✓	

Reliable, honest and trustworthy, demonstrating the highest professional standards	✓	
A visible whole school presence, leading by example	✓	
A caring, considerate and respectful leader	✓	
The capacity to listen to and reflect upon feedback and act appropriately	✓	
Takes Initiative – identifies and anticipates future opportunities and challenges and what needs to be done. Takes a particularly proactive role in driving forward direct areas of responsibility	✓	
Highly flexible, able to adapt and respond positively to a variety of situations and people in order to meet changing priorities	✓	
An excellent health, punctuality and attendance record	✓	

Professional Competencies	Essential	Desirable
A skilled and successful classroom practitioner	✓	
Experience of successful development and implementation of strategies to improve the quality of teaching and learning	✓	
An understanding of different models of teaching and learning		✓
Experience of curriculum innovation, development, organisation and implementation	✓	
Excellent understanding of knowledge rich curriculum principles and implementation	✓	
Excellent knowledge of and understanding of Rosenshine's principles	✓	
An understanding and experience of timetabling		✓
Experience of leading others in developing skills in teaching and learning including coaching and mentoring	✓	
Knowledge and understanding of the principles and practice of effective school self-evaluation and improvement planning	✓	
Evidence of effective use of performance review to improve practice, setting ambitious goals for self and others	✓	
An understanding of current trends in education	✓	
An excellent knowledge and understanding of the current OFSTED framework	✓	