

Deputy Hub Lead – Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ➤ Degree 2:1 minimum ➤ QTS or equivalent 	<ul style="list-style-type: none"> ➤ Relevant further professional qualification
Professional Experience	<ul style="list-style-type: none"> ➤ Have a proven track record of supporting improvement of teaching and learning in own school 	<ul style="list-style-type: none"> ➤ Have a proven track record of supporting improvement of teaching and learning in other schools
Teaching & Learning	<ul style="list-style-type: none"> ➤ A consistent track record of outstanding classroom practice ➤ An extensive knowledge of synthetic phonics, early language and reading for pleasure ➤ Strong track record of teaching in primary or secondary ➤ An awareness and understanding of recent educational developments in teaching and learning, and leading and management 	
Leadership & Management	<ul style="list-style-type: none"> ➤ Experience of and commitment to implementing and leading change, in a pro-active and positive manner ➤ Experience of successfully leading a whole school project in Literacy – either through subject leadership or as a whole school improvement project ➤ Proven ability at interpreting and using data to support school improvement ➤ Experience of working with the Governing Body and/or strategic boards ➤ Understanding of current educational changes and the impact on teaching and learning ➤ Experience of measurable impact in whole school strategic development ➤ Experience of monitoring and evaluating performance and curriculum delivery 	<ul style="list-style-type: none"> ➤ Senior leadership experience and ability to demonstrate leadership qualities and management skills e.g. evidence of leading staff professional development ➤ Experience of managing a team ➤ Experience of coaching ➤ Experience of staff recruitment

	<ul style="list-style-type: none"> ➤ Experience of challenging colleagues in order to improve performance 	
Interpersonal Skills	<ul style="list-style-type: none"> ➤ Extremely strong work ethic ➤ Experience of managing own work schedule ➤ Commitment to working as part of a team, encouraging others to develop their leadership skills and to deal sensitively with others ➤ The ability to establish excellent and productive working relationships with a wide range of people including pupils, parents, colleagues, members of SLT, governors, secondary schools and the community ➤ Ability to communicate effectively (orally and in writing) with all stakeholders 	
Continuing Professional Development	<ul style="list-style-type: none"> ➤ Evidence of commitment to continuing professional development and high personal standards 	
Personal Qualities	<ul style="list-style-type: none"> ➤ Strong organisational skills ➤ Self-motivated and shows initiative ➤ Creativity combined with attention to detail ➤ Calmness under pressure ➤ Evidence of sense of humour, enthusiasm, flexibility, effective networking ➤ Confidentiality, commitment and loyalty ➤ Awareness and commitment to equality of access and opportunity ➤ Demonstrate excellent time management skills and setting priorities 	

May 2026