



Person Specification

JOB TITLE:	Deputy Research School Director
DATE:	May 2025
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Qualified teacher status.	E	✓			✓
2. Higher degree or advanced qualification, particularly in educational research.	D	✓			✓
3. Knowledge and understanding of the curriculum and how this can be creatively adapted to ensure standards continue to be high.	E	✓		✓	
Experience					
4. Be able to work independently with confidence, clarity and decisiveness in Application Form/Interview making and carrying out decisions.	E	✓		✓	
5. Be an effective communicator, working in collaboration with colleagues and the wider community.	E	✓	✓	✓	
6. Experience of project management and associated organisation and prioritisation skills.	E	✓		✓	
7. Experience in research and development including the ability to analyse, document and communicate progress and findings both orally and in written form.	E	✓		✓	
8. Experience of delivering and facilitating sessions, online webinars and/or conferences to a wider audience.	E	✓	✓	✓	

9. Experience of being a senior or middle leader within the primary or secondary phase.	E	✓	✓	✓	
Skills and competencies					
10. Ability to work flexibly to meet deadlines.	E	✓		✓	
11. Extensive skills in coaching and mentoring, motivation, negotiating and influencing others.	E	✓		✓	
Other					
12. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓		✓	✓
13. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E			✓	✓
14. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
15. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓		✓	