

Essential	Desirable
<b>Educational Qualifications</b>	
<ul style="list-style-type: none"> <li>• Good Honours degree</li> <li>• QTS</li> <li>• Evidence of ongoing CPD with respect to leadership development</li> </ul>	<ul style="list-style-type: none"> <li>• NPQSL or NPQML</li> <li>• Higher Degree, e.g. Masters, MBA, PhD</li> </ul>
<b>Experience and Skills</b>	
<ul style="list-style-type: none"> <li>• Strategic leadership experience</li> <li>• Leadership of a department or significant team</li> <li>• Outstanding classroom teacher</li> <li>• Well-developed ICT skills</li> <li>• Record of raising achievement in a subject, year group or specific groups of students</li> </ul>	<ul style="list-style-type: none"> <li>• Successful middle leadership posts in more than one school or experience of raising the quality of teaching and learning</li> <li>• Experience of curriculum, enabling impact at a whole-school level</li> </ul>
<b>Vision &amp; Values</b>	
<ul style="list-style-type: none"> <li>• It is a requirement of the post that the successful candidate will be committed to the Headteacher and the educational philosophy, culture and ethos of The Ramsey Academy and Bridge Academy Trust, which is based on high quality education for all, the journey of the child, excellent pastoral care and relationships, and a belief that every child should 'enjoy, enrich and achieve' during their time at the school.</li> </ul>	<ul style="list-style-type: none"> <li>• As a senior leader, it is anticipated that a future Assistant Headteacher will start to have developed his/her own vision for successful education, and will be able to use this to contribute to shaping the vision for the school</li> </ul>
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>• Ability to create, lead and motivate effective teams</li> <li>• Capacity for hard work and collaboration</li> <li>• Ability to inspire children and colleagues</li> <li>• A desire to listen to children and show interest in their lives</li> <li>• Innovative, creative and flexible</li> <li>• Positive, optimistic and solution-focused</li> <li>• Excellent communication skills, with high level of grammatical accuracy and correct usage in both written and verbal language</li> <li>• Intuitive and empathetic understanding of others</li> <li>• Ability to establish excellent relationships at all levels through strong inter-personal skills</li> <li>• Commitment to personal development</li> <li>• Ability to accept criticism and respond appropriately</li> <li>• Presence and ability to command the respect of others by creating an air of authority and confidence</li> <li>• Ability to be calm in a crisis and use sound judgement to make clear decisions</li> <li>• Ability to multi-task, prioritise and re-prioritise quickly</li> <li>• Ability to work quickly and accurately, meeting deadlines</li> <li>• Ability to assume responsibility yet also delegate appropriately</li> <li>• Ability to be a role model within the school community.</li> <li>• Influence the work of others in a positive and sustained manner and hold colleagues to account through effective line management</li> </ul>	<ul style="list-style-type: none"> <li>• Be forward-looking and bring an original perspective to problems, informed by educational research</li> <li>• Ability to find time for colleagues even when busy</li> <li>• Capacity for intellectual debate on educational issues</li> <li>• Good understanding of data relating to student progress/outcomes</li> </ul>