

Post of Assistant Headteacher Two- Person Specification and Criteria for Selection

| Category | Essential Criteria | Desirable Criteria | Criteria Assessed |
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| Application | <ul style="list-style-type: none"> Well-presented and well written application form. | | <ul style="list-style-type: none"> Application Form |
| Qualifications and Knowledge | <ul style="list-style-type: none"> Relevant degree Qualified Teacher Status Record of successful class teaching Commitment to further professional development | <ul style="list-style-type: none"> Evidence of recent and relevant CPD | <ul style="list-style-type: none"> Letter of application |
| Experience | <ul style="list-style-type: none"> Evidence of experience of excellent high-quality teaching Experience of successfully leading a team, subject or initiative in a school Evidence of successful school responsibilities Experience of turning policy into effective and successful practice Leadership of a significant area including responsibility for raising standards across school Proven impact of developing/coaching staff or trainees Experience of building effective partnerships and relationships with a range of partners | <ul style="list-style-type: none"> Experience of successfully leading a team, subject or initiative across more than one school Evidence of successful school responsibilities across more than one school Experience of working collaboratively across other schools, supporting the development of practitioners Experience of working with one or more of the 5 main areas of responsibility Experience of working with a teaching school or teaching school alliance Experience of researching and quality assuring CPD, liaising with other agencies as appropriate | <ul style="list-style-type: none"> Application Form Interview |

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| Professional Development | <ul style="list-style-type: none"> • Evidence of development as a leader • Commitment to further develop professional skills and practice | | <ul style="list-style-type: none"> • Application Form |
| Knowledge, Skills and Abilities | <ul style="list-style-type: none"> • Knowledge of the new Teaching School Hub project including the 5 main areas of responsibility (ITT, ECF, AB, NPQ, CPD) • Be an excellent practitioner and have a clear understanding of learning, teaching and professional development • Proven skill in ensuring that all pupils have the opportunity to achieve the highest standards • Ability to analyse data, evaluate the performance of groups, progress and plan an appropriate course of action for the Hub and closing gaps across the region. • Ability to lead and manage effective teams and work with external agencies to achieve agreed goals • Can communicate extremely effectively to a wide range of different audiences, including through IT • Is a team player who is able to support, motivate and inspire colleagues, partners and school staff in a range of settings by setting and maintaining high standards and expectations and a positive, welcoming, professional manner • Contribute effectively to the work of the hub and remain positive while dealing successfully with challenging situations • Ability to manage a budget effectively • Strong organisational, administrative and time management skills • An understanding of the importance of networking and partnerships | <ul style="list-style-type: none"> • Have an up-to-date knowledge of statutory regulations and guidance relating to curriculum developments across all phases of education • Experience of developing networks and partnerships • An understanding of the role of research evidence in contributing to school improvement • Ability to respond to feedback from users and adapt accordingly | <ul style="list-style-type: none"> • Application Form • Interview |

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| Personal Attributes | <ul style="list-style-type: none"> • Ability to work collaboratively as part of a team within the school, across the trust and schools in wider networks and to lead a team • Commitment, energy and a capacity for hard work • Resilience to manage a large and diverse workload • An enthusiasm for the job and ability to motivate others • A positive approach and attitude to change • An ability to listen to the ideas of others and use them when appropriate • Ability to make decisions and take responsibility • Demonstrate a commitment and understanding of safeguarding, with a regard for the protection of equalities of all children at the schools • Promote the trusts' vision and ethos • Approachable and enjoys being highly visible to children and parents • A positive approach to travelling throughout the region as required • Energetic, adaptable, enthusiastic and reliable with personal impact and presence • Enthusiastic about working in, and contributing to, a multi-academy trust partnership | <ul style="list-style-type: none"> • Thinks creatively to anticipate and solve problems • Demonstrate the ability to develop relationships with the whole spectrum of teacher development, including trainees and executive leaders | <ul style="list-style-type: none"> • Application Form • Interview • Fully enhanced DBS clearance |
| References | <ul style="list-style-type: none"> • Fully supportive without reservation | | <ul style="list-style-type: none"> • References |