

**Person Specification:** The Governors and I are looking for an Assistant Headteacher with the following qualities and skills:

Specification	Essential
Qualifications	<ul style="list-style-type: none"> <li>• Education to degree standard</li> <li>• Evidence of professional development</li> </ul>
Knowledge and Experience	<ul style="list-style-type: none"> <li>• Proven experience of successful middle leadership in a school showing the ability to convert strategy into results</li> <li>• Proven record of innovation and leading change successfully</li> <li>• Experience of working in partnerships and networks</li> <li>• Understanding of current educational issues</li> <li>• Understanding of the role of parents in school development</li> <li>• Understanding of value-added and other data to support raising standards</li> <li>• Outstanding teaching ability</li> <li>• Experience of management of physical, financial and human resources</li> <li>• A good understanding of strategies to improve personal and academic outcomes for pupils with SEN and/or disabilities</li> <li>• A secure understanding of effective strategies to close gaps and raise attainment of pupils entitled to pupil premium</li> <li>• Safeguarding lead training desirable</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>• Drive, sense of purpose, commitment and perseverance</li> <li>• Sound judgement under complex conditions</li> <li>• Excellent interpersonal and persuasive skills</li> <li>• Flexibility and sensitivity to the needs of individuals</li> <li>• Excellent communication and presentation skills, oral and written</li> <li>• Ability to work in a variety of teams</li> <li>• Enthusiasm and humour</li> <li>• Inspirational and well liked by students</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>• Clear vision for raising standards</li> <li>• Ability to lead by example and take responsibility</li> <li>• Ability to inspire and motivate those around them</li> <li>• Substantial problem-solving ability</li> <li>• Ability to prioritise effectively and balance values with pragmatism</li> <li>• Intellectual curiosity</li> </ul>
Philosophy	<ul style="list-style-type: none"> <li>• Genuine concern for children and staff and an understanding of how they learn</li> <li>• Commitment to helping all students and staff to fulfil their potential</li> </ul>
Aim	<ul style="list-style-type: none"> <li>• Potential and ambition for further career development</li> </ul>