



Deputy Headteacher – Person Specification

We are looking for a passionate leader with a 'can do' approach who can motivate and inspire others. You will be a positive professional, willing to go the extra mile to ensure that all in our community, staff and students, are supported to realise their full potential.

Qualifications, experience and professional development	
Qualified Teacher Status	Essential
Good honours degree	Essential
Further professional qualifications	Desirable
Evidence of further professional development	Essential
Relevant, recent experience of teaching in an 11-16 or 11-18 school	Essential
A minimum of 3 years' experience as an Assistant Headteacher.	Essential
Experience of working in more than one secondary school	Desirable
Proven record as a teacher whose students make excellent progress	Essential
Demonstrable positive impact in previous roles	Essential
Experience of leading successful improvements and managing change at a whole school level	Essential
Skills and Abilities	
Capacity and enthusiasm for hard work	Essential
Ability to work as part of a team whilst also being self-motivated	Essential
Ability to manage behaviour and instil in others the confidence to do the same	Essential
A visible and credible presence who has the ability to relate well to people at all levels	Essential
Ability to work calmly under pressure and maintain a positive and optimistic attitude	Essential
Ability to manage and resolve conflict	Essential
Excellent organisational skills including the ability to prioritise and manage time effectively	Essential
Ability to think strategically, analytically and creatively and demonstrate initiative in solving problems	Essential
High level of presentation and literacy skills	Essential

Excellent interpersonal and communication skills	Essential
Data-literate with the ability to track and analyse pupil performance using a variety of sources and the ability to communicate this to others.	Essential
Understand the principles and practice of effective school self-evaluation	Essential
Acknowledge success and challenge underperformance	Essential
Personal Qualities	
Ability to inspire, challenge, influence and motivate others	Essential
Reliable, honest and trustworthy, demonstrating the highest professional standards	Essential
A visible whole school presence, leading by example	Essential
A caring, considerate and respectful leader	Essential
An effective communicator at all levels	Essential
The capacity to be able to listen to and reflect upon feedback and act appropriately	Essential
Takes Initiative – identifies and anticipates future opportunities and challenges and what needs to be done. Takes a particularly proactive role in driving forward direct areas of responsibility.	Essential
Highly flexible, able to adapt and respond positively to a variety of situations and people in order to meet changing priorities.	Essential
An excellent health, punctuality and attendance record	Desirable
Professional Competencies	
A skilled and successful classroom practitioner	Essential
Experience of successful development and implementation of strategies to improve the quality of teaching and learning	Essential
An understanding of different models of teaching and learning	Desirable
Experience of curriculum innovation, development, organisation and implementation	Desirable
An understanding and experience of timetabling	Desirable
Experience of leading others in developing skills in teaching and learning including coaching and mentoring	Essential
Knowledge and experience of effective school evaluation	Essential
Evidence of effective use of performance management to improve practice, setting ambitious goals for self and others	Essential
An understanding of current trends in education	Desirable
Experience of resource management including budgetary innovation	Desirable
A knowledge and understanding of the current OFSTED framework	Essential