

Person Specification

To be assessed through application, reference and interview

		Essential	Desirable
1.	Qualifications and experience		
1.1	First degree or equivalent	✓	
1.2	Qualified teacher status	✓	
1.3	Successful experience at senior leadership level	✓	
1.4	A proven track record in school improvement	✓	
1.5	Recent and relevant professional and leadership development	✓	
1.6	Successful experience of leading and managing change	✓	
1.7	Leadership experience in an 11-18 context		✓
2.	Personal qualities		
2.1	First class communication skills	✓	
2.2	Excellent inter personal skills	✓	
2.3	The ability to inspire, enthuse and motivate	✓	
2.4	Presence and the ability to provide strong and visible leadership	✓	
2.5	Excellent organisational and time management skills	✓	
2.6	The ability to prioritise and multi task	✓	
2.7	Resilience, determination and the ability to cope well under pressure	✓	
2.8	Ambition for oneself, students and the school community	✓	
2.9	Empathy with young people from all backgrounds	✓	
2.10	A sense of humour and a sense of proportion	✓	
2.11	Evidence of interests outside the work place		✓
2.12	Potential and desire to aspire to headship		✓
3.	Personal circumstances		
3.1	Willingness to attend a broad range of out of hours events and activities	✓	
3.2	Commitment to working flexibly but with an established work life balance	✓	
3.3	Commitment and capacity to give freely of one's own time out of school hours	✓	

4.	Professional skills and knowledge		
4.1	Sound understanding of educational thinking, recent developments and key initiatives	✓	
4.2	Ability to use a range of leadership and management styles	✓	
4.3	Commitment to collaboration and team work	✓	
4.4	Ability to develop and take forward a shared vision for the school	✓	
4.5	Ability to challenge and support all members of the school community to drive up standards	✓	

Person Specification (continued)

4.6	Clear understanding of what an outstanding school looks like	✓	
4.7	Ability to develop, implement and evaluate strategic plans and priorities	✓	
4.8	Ability to create and maintain effective partnerships with parents and other stakeholders	✓	
4.9	A fundamental concern for the safety, security and well being of students and staff	✓	
4.10	Ability to work effectively and creatively with the Headteacher and governing body	✓	
4.11	Ability to deal effectively with young people of all backgrounds	✓	
4.12	A clear understanding of how to develop data systems to drive up standards for every individual student	✓	
4.13	Ability to be both a team leader and a team player	✓	