

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