



Person Specification: Deputy Headteacher

	Essential	Desirable
EDUCATION	<ul style="list-style-type: none"> Well qualified honours graduate Qualified teacher status 	<ul style="list-style-type: none"> Additional relevant further study or professional qualification, e.g. NPQSL or NPQH
EXPERIENCE	<ul style="list-style-type: none"> Several years of high quality teaching leading to excellent student progress Significant leadership and management responsibility Evidence of highly effective impact in whole school leadership Currently working in a senior leadership position 	<ul style="list-style-type: none"> Experience of teaching able students Experience of teaching A level Experience of leadership at post 16.
PROFESSIONAL COMPETENCES	<ul style="list-style-type: none"> Outstanding teacher Outstanding organisational skills Knowledge and understanding of current issues affecting education including the Ofsted framework Effective and persuasive communicator both orally and in writing Knowledge and understanding of external support available to schools and students Shows initiative by constantly looking for ways to improve students' outcomes 	<ul style="list-style-type: none"> Experience of working in conjunction with other organisations, e.g. schools, universities, industry, commerce
MANAGEMENT AND LEADERSHIP	<ul style="list-style-type: none"> Ability to motivate and enthuse Promotion of high professional standards and high expectations Experience of leading others in supporting students Significant experience in exercising judgment and giving feedback Ability to devise effective and efficient systems Evidence of successful management of change 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> A passion for ensuring students achieve the highest possible outcomes Energy and optimism Vision and imagination Excellent interpersonal skills with both adults and children Emotionally intelligent A practical, down to earth, hands on approach Flexibility Integrity Loyalty Resilience Time management Capacity to maintain work-life balance A demonstrable commitment to the wider life of the school Highest standards of personal appearance 	