



**Person Specification: Deputy Headteacher**

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