

## PERSON SPECIFICATION

### PERSON SPECIFICATION FOR ASSISTANT HEAD: Teaching and Learning

#### TEAM: SENIOR LEADERSHIP TEAM

| Personal Attributes |  |                             |   |                                  |
|---------------------|--|-----------------------------|---|----------------------------------|
|                     | Essential  |                             | Desirable   |                                  |
|                     | Attribute  | Stage Identified            | Attribute   |                                  |
| Qualifications      | <ul style="list-style-type: none"> <li>• Qualified Teacher Status*</li> <li>• Graduate*</li> </ul>   | A                           | <ul style="list-style-type: none"> <li>• Additional relevant qualifications*</li> <li>• Evidence of further study, particularly in the field of educational management*</li> <li>• NPSL</li> </ul>  | A<br>A<br>A                      |
| Experience          | <ul style="list-style-type: none"> <li>• Experience as a Middle Manager/leader or Local Authority subject work</li> <li>• Successfully leading change at a department or whole school level</li> </ul>   | A                           | <ul style="list-style-type: none"> <li>• Experience of managing a whole school responsibility</li> <li>• Teaching experience in more than one school</li> <li>• Recent experience of Key Stage 2</li> </ul>                                   | A<br>A                           |
| Knowledge & Skills  | <ul style="list-style-type: none"> <li>• An excellent classroom practitioner</li> <li>• The ability to manage, inspire and motivate staff in teaching and learning developments.</li> <li>• Knowledge and experience of school improvement/ strategic planning</li> <li>• Outstanding inter-personal and communication skills</li> </ul> | A,R<br><br>A, R, I<br><br>I | <ul style="list-style-type: none"> <li>• Knowledge and experience of engaging all stakeholders in securing consensus</li> <li>• Target setting and Assessment for Learning</li> <li>• Knowledge of Accelerated Learning approaches</li> </ul> | A<br><br>A,R,I<br><br>A,I<br>A,I |

|   |   |  |  |  |
|---|---|--|--|--|
|   | <ul style="list-style-type: none"> <li>• Evidence of the ability to manage change</li> <li>• The ability to demonstrate a good grasp of strategies required to achieve their potential</li> <li>• An awareness of current developments and initiatives in education</li> <li>• ICT skills</li> </ul>  | A,R,I  |  |  |
| Personal Qualities  | <ul style="list-style-type: none"> <li>• A willingness to participate fully in the life of the school</li> <li>• Personable and approachable</li> <li>• Team player</li> <li>• The desire for further promotion</li> <li>• Good time management</li> <li>• Ability to motivate and inspire</li> </ul> | A, I<br><br>A,R, I<br><br>A, R, I<br>A, R, I |  |  |
| A = Application, I = Interview, R = Reference * <b>Shortlisted candidates should bring with them copies of their qualifications</b> |   |  |  |  |