

PERSON SPECIFICATION- Assistant Headteacher, Director of Science

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential/Desirable	How Identified
<input type="checkbox"/> Degree or equivalent	E	Application form
<input type="checkbox"/> Qualified teacher status.	E	
Knowledge & Experience	Essential/Desirable	How Identified
<input type="checkbox"/> A record of successful personal delivery across years 7 to 11.	E	Application form
<input type="checkbox"/> A record of successfully leading a curriculum team to achieve significantly positive student progress across all cohort groups.	E	
<input type="checkbox"/> Record of maximising student progress across large cohort groups.	E	
<input type="checkbox"/> An understanding of the use of assessment and data to drive improvement.		
<input type="checkbox"/> An outstanding practitioner.	E	
<input type="checkbox"/> Sound knowledge of performance measures, National Curriculum and exam specifications as relevant to 11-16.	E	
<input type="checkbox"/> A commitment to ongoing professional development.	E	
<input type="checkbox"/> An ability to inspire interest in their subject specialism.	E	
<input type="checkbox"/> Ability to be inclusive with colleagues and students	E	
<input type="checkbox"/> Ability to motivate and inspire students.	E	
<input type="checkbox"/> An understanding of quality assurance/self-evaluation.	E	
<input type="checkbox"/> Understanding of strategies to create improvement.	E	
<input type="checkbox"/> A clear vision for learning & teaching, including the effective use of new technologies.	E	
<input type="checkbox"/> A positive approach to change and continuous improvement.	E	
<input type="checkbox"/> Evidence of a strong commitment to extra-curricular activities and enrichment.	E	
<input type="checkbox"/> Effective organisational and administrative skills.	E	

Skills & Key Criteria	Essential/Desirable	How Identified
<input type="checkbox"/> Leadership and people management skills	E	Interview/ Task (if applicable)
<input type="checkbox"/> Ability to prioritise workload effectively to meet deadlines	E	
<input type="checkbox"/> Excellent communication and inter-personal skills, including tact and diplomacy	E	
<input type="checkbox"/> Strong communication skills – orally and in writing	E	
Personal Attributes	Essential/Desirable	How Identified
<input type="checkbox"/> A supportive and co-operative team member	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Standards driven	E	
<input type="checkbox"/> Ability to work outside normal academy hours in line with academy and community needs	E	
<input type="checkbox"/> The ability to build strong professional relationships.	E	
<input type="checkbox"/> A determination to ensure high achievement for all.	E	
<input type="checkbox"/> An effective team member who demonstrates a willingness to play a positive role across school	E	
<input type="checkbox"/> Excellent interpersonal skills.	E	
<input type="checkbox"/> A willingness to contribute to the wider life of school.	E	
<input type="checkbox"/> A desire to become an outstanding senior leader	E	
Equal Opportunities	Essential/Desirable	How Identified
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	E	
Safeguarding	Essential/Desirable	How Identified
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	E	Application form/Interview/ Task (if applicable)
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	E	