

# Person Specification

## Shoeburyness High School

### Assistant Headteacher, L13-19

Qualifications & Experience	Essential	Desirable
A graduate with Qualified Teacher Status	✓	
Able to show evidence of continuous professional development at a level appropriate to the post e.g. NPQML or NPQSL	✓	
Significant experience of middle leadership with a proven track record of impact	✓	
Experience of leading on a whole school priority		✓
Experience of leadership within a large secondary school		✓
Experience of leadership within an inclusive secondary school		✓
Abilities and Skills	Essential	Desirable
Excellent classroom practitioner	✓	
Excellent communication skills that enable key messages to be delivered to a variety of stakeholders	✓	
Up to date knowledge and understanding of recent pedagogical developments and how they can be applied to improve teaching and learning	✓	
Ability to use and triangulate a variety of information sources to identify priorities	✓	
Experience of the challenges surrounding the delivery of outcomes to different student groups within one setting	✓	
Knowledge and understanding of equal opportunities and inclusion issues	✓	
Set standards for staff and students by personal example of hard work	✓	
Commitment to meeting the needs of students and parents and a high level of professionalism in manner and organisation	✓	
Commitment to the development of professional capital amongst all staff	✓	
Excellent organisational and administrative skills	✓	

Willingness to have tough conversations which are done in a fair and constructive manner that maintains dignity	✓	
<b>Personal</b>	<b>Essential</b>	<b>Desirable</b>
A genuine commitment to students and high expectations for their progress and welfare	✓	
Can inspire and influence others	✓	
A capacity for hard work	✓	
Driven to make a difference and add value	✓	
Intrinsically motivated	✓	
Resilient	✓	
A sense of humour	✓	