



**Person Specification**  
**Assistant Headteacher**  
**St Helena School**

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"> <li>A graduate with Qualified Teacher Status</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Working towards a higher qualification in education and / or management</li> </ul>		✓
<ul style="list-style-type: none"> <li>At least 2 years successful comprehensive school experience of leadership at leadership level or post of equivalent responsibility within the education sector.</li> </ul>	✓	
Professional Knowledge and understanding	Essential	Desirable
<ul style="list-style-type: none"> <li>Excellent classroom practitioner</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Experience of leading change and innovation in an educational context.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Evidence of keeping up to date with educational thinking and knowledge and relevant current legislation.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Knowledge and understanding of the principles and practise of school self-evaluation.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Substantial professional development in support of leadership in the last 3 – 5 years.</li> </ul>	✓	
Abilities and Skills	Essential	Desirable
<ul style="list-style-type: none"> <li>Ability to inspire and motivate students and staff.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to create a culture and ethos of challenge and support where all students can achieve success and become engaged in their own learning.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to engage stakeholders in rigorous self-evaluation for school improvement.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>Ability to analyse and use data to inform improvement strategies to ensure improved outcomes for students.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>An understanding of the potential use of new and emerging technologies to enhance learning and as a management tool.</li> </ul>	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none"> <li>Self-awareness, perceptiveness and being empathetic to the needs to the needs of all stakeholders.</li> </ul>	✓	

**GREATER THAN THE SUM OF ITS PARTS**



<ul style="list-style-type: none"> <li>• The ability to act with integrity.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Flexibility in adapting to changing situations.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Demonstrates a positive outlook in the face of challenges.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• A commitment to continued learning for all members of the community.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• The ability to prioritise, plan and organise self and others.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• The ability to think creatively to anticipate and solve problems.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Excellent written and oral communication skills for a variety of audiences.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• Energy, stamina and resilience.</li> </ul>	✓	
<ul style="list-style-type: none"> <li>• An ability to foster an open, equitable culture and manage conflict.</li> </ul>	✓	

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