



## Person Specification

# Headteacher

Qualifications & Experience	Essential	Desirable
<ul style="list-style-type: none"><li>• Qualified teacher status in the UK</li></ul>	✓	
<ul style="list-style-type: none"><li>• Serving or returning Headteacher or Deputy Headteacher</li></ul>	✓	
<ul style="list-style-type: none"><li>• Significant experience at senior leadership level within the secondary sector</li></ul>	✓	
<ul style="list-style-type: none"><li>• Experience of working in more than one school</li></ul>		✓
<ul style="list-style-type: none"><li>• Evidence of recent and appropriate professional development for the role of Headteacher</li></ul>	✓	
<ul style="list-style-type: none"><li>• NPQH – or currently working towards it</li></ul>		✓
Leadership & Management	Essential	Desirable
<ul style="list-style-type: none"><li>• An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals</li></ul>	✓	
<ul style="list-style-type: none"><li>• Ability to articulate clear vision for the academy and its development</li></ul>	✓	
<ul style="list-style-type: none"><li>• Ability to provide clear direction and shared purpose for staff and pupils</li></ul>	✓	
<ul style="list-style-type: none"><li>• Ability to inspire trust and confidence across the school and the community.</li></ul>	✓	
<ul style="list-style-type: none"><li>• Understanding of the requirements and expectations of the Ofsted framework</li></ul>	✓	
<ul style="list-style-type: none"><li>• Knowledge and understanding of strategic financial planning and budgetary management in relation to their contribution to school improvement and pupil achievement</li></ul>	✓	
<ul style="list-style-type: none"><li>• Ability to delegate, manage and support the work of individuals and teams</li></ul>	✓	
<ul style="list-style-type: none"><li>• An excellent communicator who is at ease with all stakeholders but particularly governors, parents, pupils and colleagues</li></ul>	✓	
<ul style="list-style-type: none"><li>• Ability to develop and sustain good relationships with staff, parents and governors</li></ul>	✓	



Teaching & Learning	Essential	Desirable
<ul style="list-style-type: none"><li>• A leader of learning who demonstrates, promotes and encourages outstanding classroom practice.</li></ul>	✓	
<ul style="list-style-type: none"><li>• Proven experience in leading teaching and learning for improvement</li></ul>	✓	
<ul style="list-style-type: none"><li>• Comprehensive knowledge of the curriculum</li></ul>	✓	
<ul style="list-style-type: none"><li>• Clear understanding and knowledge of what constitutes outstanding classroom practice and learning</li></ul>	✓	
Monitoring & Evaluation	Essential	Desirable
<ul style="list-style-type: none"><li>• Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis</li></ul>	✓	
<ul style="list-style-type: none"><li>• Ability to convey the meaning of data accurately to a variety of audiences</li></ul>	✓	
<ul style="list-style-type: none"><li>• Successful experience of strategies to raise pupil achievement</li></ul>	✓	
Personal	Essential	Desirable
<ul style="list-style-type: none"><li>• Clear understanding and appreciation of the role of a Headteacher</li></ul>	✓	
<ul style="list-style-type: none"><li>• High expectations of self and others</li></ul>	✓	
<ul style="list-style-type: none"><li>• The ability to work to tight deadlines and under pressure</li></ul>	✓	
<ul style="list-style-type: none"><li>• An ability to use the full range of leadership skills and qualities, appropriate to the situation</li></ul>	✓	
<ul style="list-style-type: none"><li>• An enthusiastic and motivational leader with strong morale building skills</li></ul>	✓	
<ul style="list-style-type: none"><li>• Resilience and determination coupled with the ability to support and show empathy</li></ul>	✓	
<ul style="list-style-type: none"><li>• The highest levels of integrity and reliability</li></ul>	✓	
<ul style="list-style-type: none"><li>• Self-motivated and able to take the initiative</li></ul>	✓	
<ul style="list-style-type: none"><li>• Approachability</li></ul>	✓	