

PERSON SPECIFICATION



Job Title: Assistant Headteacher [L13 - L17]

Alsager School

CRITERIA	Essential	Desirable
Qualifications/ training	<ul style="list-style-type: none"> ▪ Degree level qualification ▪ Qualified teacher status (secondary) ▪ Range of relevant CPD related to leadership & management 	<ul style="list-style-type: none"> • Further professional qualification
Experience/ knowledge	<ul style="list-style-type: none"> ▪ Experience of working to raise achievement across a department or whole school ▪ Experience of leading a successful team ▪ Understands the need for quality assurance, monitoring and evaluation ▪ Knows what Outstanding is ▪ Practical knowledge and understanding of curriculum pathways ▪ Experience of leading CPD ▪ Knowledge and understanding of the wider education agenda including current national policies and educational issues ▪ Experience of working in a target driven environment using data analysis to implement effective strategies and intervention to raise achievement 	<ul style="list-style-type: none"> • Innovation of whole school initiatives • Ofsted and/or self-evaluation experience • Experience at Leadership Team level
Abilities & Skills	<ul style="list-style-type: none"> ▪ Proven track record of successful teaching across the ability range including KS5 to role model performance ▪ Commitment to improving student learning and raising achievement at all levels ▪ Have the vision to see the big picture and get things done ▪ Effective communication & listening skills with staff, students & parents ▪ Strong presence and maintain a high profile ▪ Have a range of leadership styles ▪ Lead and motivate teams, with the ability to empathise with different points of view ▪ High level of emotional intelligence ▪ Supportive and sensitive to the needs of others Ability to use sound judgment to anticipate and resolve conflict ▪ Able to work with a variety of partners and stakeholders ▪ Ability to work collaboratively with staff and students ▪ Ability to cope calmly under pressure ▪ A demonstrable understanding of the processes of safeguarding 	<ul style="list-style-type: none"> • Good presentation skills for a range of audiences
Personal attributes	<ul style="list-style-type: none"> ▪ A dynamic approach ▪ An imaginative and creative thinker with enthusiasm for change ▪ Enjoy working with young people and have the ability to inspire and motivate them ▪ Belief in inclusion and equality of opportunity ▪ Strong sense of community ▪ Strong sense of justice and mutual respect ▪ Commitment to participative and continuous improvement ▪ Proactive and a committed to hard work ▪ Possess integrity, drive, resilience and a well-developed sense of humour 	