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| **Person specification****Deputy Headteacher****March 2023** | Essential or  Desirable  | How identified.  Application (A) /  Interview (I)  |
| **Educational Qualifications** |
| Good honours degree  | E  | A |
| PGCE or other relevant teaching qualification | E  | A |
| Evidence of further professional study – Master’s Degree, NPQSL, NPQH, etc.  | D  | A |
| **Professional Experience and Knowledge** |
| Significant experience of leading whole-school provision and improvement at Deputy or  Assistant Head level (quality, sustained impact and learning are considered more important  than number of years’ experience) | E  | A/I |
| Evidence of outstanding leadership, vision, drive and impact, in particular:  | E  | A/I |
| **Professional Skills** |
| Hold and articulate clear values and moral purpose, focused on excellent educational  provision for the young people we serve | E  | A/I |
| High level communication skills, ability to build relationships, bring people with you, and  create a culture of contribution and accountability | E  | A /I |
| The ability to learn quickly, assimilate ideas, generate understanding, be challenged and be  flexible | E  | A /I |
| The ability to lead, manage, influence and challenge others  | E  | A /I |
| Evidence of having used data to bring about real, impactful improvement  | E  | A/I |
| **Personal Qualities** |
| Unwavering commitment for the best possible provision for young people  | E  | A/I |
| Emotional intelligence and self-awareness  | E  | I |
| A team player and networker who collaborates with, involves and informs others and who  can shape discussion, negotiate and influence | E  | A/I |
| Management ability and experience, evidenced understanding of how to pull ideas through  into practical impact and take others with you | E  | A/I |
| Understanding of change management and evidence of having successfully managed change  within an organisation | E  | A/I |
| High level analytical skills  | E  | A/I |
| Excellent interpersonal skills  | E  | A/I |
| Excellent ability to communicate verbally and write coherent reports for a range of  stakeholders including governors and external agencies | E  | A/I |
| Excellent time management and prioritisation skills and flexibility  | E  | A/I |
| The ability to be positive in the face of challenges and adversity  | E  | I |
| Visibility, presence and credibility  | E  | I |
| Personal resilience, persistence and perseverance with pupils, staff, parents and governors  | E  | I |
| **Safeguarding** |
| Displays commitment to the protection and safeguarding of children and young people  | E  | A/I |
| **Personal circumstances** |
| Senior leadership posts at this level require a significant commitment beyond the school day, and term time. Deputies attend  and contribute to governor meetings; they attend after school events/productions on a regular basis and plan for the next  school year. |

N.B any candidate with a disability who meets the essential criteria will be guaranteed an interview.