

GARSTANG COMMUNITY ACADEMY
Grow:Care:Achieve

Person Specification

Assistant Headteacher

Personal attributes required based on Job Description	Essential (E) or Desirable (D)
<i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	

Qualifications	
1. Qualified Teacher Status	E
2. Qualified to degree level	E
3. Relevant post-graduate qualification in education or management.	D

Experience	
1. Recent experience as a successful Leader.	E
2. Track record of providing inspirational, strategic thinking, planning and strong leadership and achieving successful outcomes for students, staff and governors.	E
3. Track record of delivering and sustaining progressive improvements in achievement through quality of teaching and learning.	E
4. Experience of implementing a successful school-wide strategic project that has supported school improvement objectives.	D
5. Experience of successful and robust staff management.	E
6. Experience of budget management.	D

Knowledge and Understanding	
1. Detailed knowledge of current curriculum and assessment issues.	E
2. Full knowledge of the current Ofsted framework.	E
3. Excellent knowledge and understanding of the use of data and key performance indicators in determining benchmarks to set school targets.	E
4. Up to date knowledge of innovation in educational legislation, research, policy and practice.	E
5. Knowledge and understanding of the role of the Academy Council.	D
6. Up to date knowledge of legislation and best practice in academy management and development.	D
7. Knowledge of effective technologies to support teaching, learning and management.	D

Skills and Abilities	
1. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively; to achieve desirable outcomes.	E
2. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information.	E
3. High level pro-active and creative thinking to anticipate issues, address problems and pursue opportunities.	E
4. Strong resilience.	E
5. Readiness to seek and respond to advice and guidance.	E
6. Excellent collaborative working skills to perform effectively as part of wider teams.	E
7. Robust people management and leadership skills, to lead by example.	E
8. Determination to promote equality of opportunity throughout all aspects of academy life.	E
9. Ability to set, expect and monitor excellent standards.	E
10. Strong ability and drive to achieve challenging personal and organisational goals.	E

Other Attributes	
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| 1. Evidence of having undertaken recent and relevant continuous professional development and to demonstrate the impact of this in work practice. | E |
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