Dubmire Academy
Assistant Headteacher – Person Specification

	Essential	Desirable	Method of Assessment
Application	• Well-structured application indicating evidence of impact in attainment and progress that has resulted in improvement in pupil achievement		• Application form
Qualifications	• Qualified teacher status	• Senior Leadership qualification	• Application form • Selection process • Certificates

Experience	• Effective classroom practitioner with a good knowledge and understanding of how children learn • Successful experience at curriculum leadership level within a primary school • Experience of successful and co-operative working as a team lead • Experience of the successful leadership of change • Experience of improving the skills of other practitioners	• Range of leadership, management and teaching experience in more than one context • Teaching experience in more than one key stage	• Application form • Selection process • References
Professional Development	• Curriculum management that has resulted in successful change and effective practice • Experience of planning and delivering high quality CPD	• Significant contribution and evidence of impact to the professional development of other colleagues in school	• Application form • Selection process • References
Skills and Knowledge	• Ability to communicate effectively in a variety of situations • Ability to lead by example with integrity, creativity, resilience and clarity • Proven leadership skills in leading a core subject or core areas of school leadership	• Knowledge and understanding of administration and budget management processes	• Application form • Selection process • References

	- Curriculum management – supporting others in planning, delivery and assessment - Able to contribute to and evaluate the SDP - A clear vision and understanding of the needs of all pupils in order to close gaps - Detailed knowledge of the current Primary and Early Years curriculum		
Personal Qualities	- Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community - Flexibility and adaptability in order to communicate and work alongside a wide range of people		- Application form - Selection process - References