



PERSON SPECIFICATION
Headteacher – King James's School

The Selection Panel will be looking for evidence that the candidate has demonstrated their ability to fulfil the following criteria:

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	X	
Graduate or equivalent	X	
Further professional/ academic study e.g. MA		X
Evidence of gaining or working towards NPQH, NPQEL or CEPQH qualification		X
Evidence of continuous professional development including recent leadership training	X	
Proven track record of effective teaching and managing learning with experience across the age range	X	
Evidence of leadership training and development	X	
Evidence of continuous professional development used to improve own practice	X	
EXPERIENCE AND SKILLS	Essential on appointment	
Experience across the secondary age range	X	
Proven track record of effective school leadership and management at senior level with thorough knowledge of the statutory requirements and legislation applicable to maintained schools	X	
Up to date knowledge and understanding of the National Curriculum and experience of curriculum design at secondary level	X	
A proven track record of improvement, using the most appropriate evidence, and taking into account the school and community context	X	
The ability to challenge in a respectful and positive manner, to maintain and develop relationships and improve the quality of outcomes	X	
Knowledge and application of setting high expectations and monitoring progress to continually raise standards of teaching and learning and outcomes for pupils	X	
Experience of senior leadership, as a minimum as a Deputy Head, Assistant Head or Headteacher	X	
Experience in successful partnerships development and collaborative working	X	
Up to date knowledge and understanding of research relating to secondary education and of current and emerging Ofsted policy and practice	X	

The Selection Panel will require evidence that you work within the National Standards for Headteachers. In addition, there will be a particular focus on the following key competencies;



Key Competencies	Essential on appointment
Clarity of vision	X
Analysing and information seeking	X
High expectations of self and others	X
Skilful communication according to audience	X
Adhering to principles and values	X
Building effective teams	X

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	
Demonstrate a commitment to safeguarding and the welfare of children and young people	X
Ability to form and maintain appropriate relationships and personal boundaries	X
Emotional resilience in working with challenging behaviours	X
Appropriate use of authority and discipline	X

FURTHER EXPERIENCE	Essential on appointment
Develop financial strategy and effective budget management	X
Establish and maintain transparent, efficient and effective systems and processes	X
Shape strategic thinking and plan strategic direction	X
Achieve results through building the Federation's capacity, capability and responsiveness	X
Lead people and manage change with confidence and sensitivity	X
Be an ambassador for the Federation and champion its vision and strategy in the local community	X