

## PERSON SPECIFICATION

### Deputy Headteacher at Joseph Rowntree School

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

<b>QUALIFICATIONS AND TRAINING</b>	<b>Essential on appointment</b>	<b>Desirable on appointment (if not attained, development may be provided for successful candidate)</b>
Qualified Teacher status	<b>x</b>	
Graduate or equivalent	<b>x</b>	
Evidence of continuous professional development	<b>x</b>	
Meets the requirements of the National Professional Qualification for Headship		<b>x</b>
<b>EXPERIENCE AND SKILLS</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Experience across the appropriate age range	<b>x</b>	
Thorough knowledge and understanding of the National Curriculum and experience of curriculum design at secondary level	<b>x</b>	
Demonstrable experience of senior leadership in education	<b>x</b>	
Experience as a Deputy Head or Assistant Headteacher or equivalent		<b>x</b>
Successfully led, planned, managed and evaluated change, which has had a significant impact at whole school level	<b>x</b>	
Demonstrates the ability to work strategically and successfully at senior leadership level	<b>x</b>	
Working successfully with other education partners and providers		<b>x</b>
Demonstrates outstanding, sustained and successful experience as a teacher in a secondary context	<b>x</b>	
Substantial experience of teaching students at Key Stage 3 & 4	<b>x</b>	

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

<b>Key Competencies</b>	<b>Essential on appointment</b>	<b>Desirable on appointment</b>
Passionate commitment to education	<b>x</b>	
Strategic thinking	<b>x</b>	
High expectation of self and others	<b>x</b>	
Skilful communication according to an audience	<b>x</b>	
Building effective teams	<b>x</b>	

<b>SAFEGUARDING</b>	<b>Essential on appointment</b>
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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	<b>x</b>
Ability to form and maintain appropriate relationships and personal boundaries	<b>x</b>
Emotional resilience in working with challenging behaviours	<b>x</b>
Appropriate use of authority and discipline	<b>x</b>