



**King's Academy College Park**  
**Person Specification**  
**Assistant Headteacher with responsibility for KS2**

	<b>Essential</b>	<b>Desirable</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Evidence of appropriate professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• A good honours graduate</li> </ul>
<b>Experience, Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• At least two years of successful Middle Leadership experience as Phase Leader or similar</li> <li>• Teaching experience of the primary phase</li> <li>• Involvement in school self-evaluation and development planning</li> <li>• Demonstrable experience of successful line management and staff development</li> <li>• The ability to lead and work with members of a senior team in a purposeful manner.</li> <li>• Evidence of improving the quality of teaching, learning and therefore student progress in others</li> <li>• Evidence of leading impactful and innovative staff development programmes</li> <li>• An understanding of effective strategies to lead change and innovation</li> <li>• An ability to analyse and interpret data, drawing robust conclusions from it</li> <li>• Ability to apply one's knowledge to develop strategies for effective communications within school and with partners</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working across the primary age range</li> </ul>
<b>Skills and Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to demonstrate a consistent commitment to high standards.</li> <li>• Ability to build a high performing and cohesive team.</li> <li>• Good judge of situations and processes, and who listens well and reflects on information and advice.</li> <li>• Diplomatic skills to deal with potentially contentious parental, student, staff and public concerns.</li> <li>• Creative, imaginative and positive approach to problem solving.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership/management of change</li> <li>• Prioritisation</li> <li>• Strategic Vision</li> </ul>
<b>Strategic Development</b>	<ul style="list-style-type: none"> <li>• Experience of development planning.</li> <li>• Involvement in the formulation of phase and whole school aims, policies and practices.</li> <li>• Experience of leading meetings effectively.</li> <li>• Experience of raising academic standards in at least one primary Key Stage.</li> <li>• Ability to develop and implement policies and practices which reflect the academy's commitment to high achievement, effective teaching and effective learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in self-evaluation.</li> </ul>

<p><b>Teaching and Learning</b></p>	<ul style="list-style-type: none"> <li>• An excellent classroom practitioner with a willingness to learn new teaching methods and good track record of success in student examination/test results.</li> <li>• Experience of lesson observation and quality assurance.</li> </ul>	
<p><b>Motivation and Personality</b></p>	<ul style="list-style-type: none"> <li>• Rigorously professional in everything.</li> <li>• A determination to deliver and be part of only the very best of learning activities.</li> <li>• Enthusiasm, determination and an insistence on high standards</li> <li>• Buy in to and leadership of the philosophy of 'whatever it takes'</li> <li>• A steely core, capable of dealing with all obstacles</li> <li>• A sense of humour</li> <li>• Excellent attendance and punctuality</li> <li>• A willingness to learn new skills and approaches and to share the experience with others</li> <li>• Belief in the value of individuals and ability to challenge when this is not displayed</li> <li>• Display optimism and ambition for all learners and a commitment to their development</li> <li>• Be able to work under pressure, prioritise and manage time effectively</li> <li>• Be very generous and flexible with your own time</li> <li>• Excellent communication (written and oral) and interpersonal skills</li> <li>• Ability to motivate and inspire staff and students and set an example of high personal and professional standards</li> <li>• Having resilience, perspective and stamina needed for all of the above</li> </ul>	