



## **PERSON SPECIFICATION FOR DEPUTY HEAD (ACADEMIC)**

### **Experience, Skills and Qualities**

#### **Professional competencies**

- A proven track record and commitment to achieving the highest academic standards;
- Excellent management, strategic planning and leadership credentials including a proven capacity to motivate staff and pupils alike;
- An outstanding academic record allied to the confidence that comes from success as a classroom teacher;
- Commitment to, and experience of, single sex education but with demonstrable experience of being able to engage effectively, and operate in partnership with, a neighbouring boys' school to foster existing mutual collaboration and explore and promote ways of further developing it;
- The ability to set and develop high professional standards for all staff;
- The ability to speak well in large and small groups to inspire confidence in staff, parents and pupils;
- The ability to write well and produce clear and concise documents and reports;
- The ability to give a clear lead on curriculum, resourcing and national developments;
- Experience of the application of modern IT capabilities and an awareness of the rapid development of academic and administrative IT applications;
- Demonstrated ability to lead change, build leadership teams and drive collaboration;

#### **Personal qualities**

- A strong belief in the values and ethos of the School and a willingness to represent and promote the School by active participation in public and educational representative and policy-making bodies;
- The ambition to continue to develop the School, including through the identification of new and imaginative opportunities;
- Integrity, resilience, optimism, a well-developed sense of proportion and a sense of humour;
- The capacity to promote the professional and personal development of all members of staff;
- The ability to delegate with confidence and the judgement to know when, and when not, to do so;
- A personal style that tends towards facilitation rather than direction;
- Open minded, willing to discuss opportunities for improvement, collaborative, strong leadership skills allied to strong management skills, particularly the ability to drive near term delivery in the context of longer term strategic goals;
- The presence and confidence to be able to work effectively and comfortably with the Headmaster of the Boys' School and his SMT, the Director of Finance and Operations and his staff, the Aske Board of Governors, and with the Haberdashers' Company as trustee of the charity of which the School forms part.

January 2019