



Marple Hall School

The Marple Hall Spirit



We're working towards Artsmark Awarded by Arts Council England



INVESTORS IN PEOPLE

Bronze

*Our Community — Our Future*

**A place of excellence where learners are proud of their school and confident of success**

POST TITLE: Assistant Headteacher/Director of Pastoral at KS3 - PERSON SPECIFICATION				
	ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW EVIDENCED
Qualifications	A good degree or equivalent	✓		A
	Evidence of recent continuing professional development	✓		A
Experience	Minimum of two years' experience at middle leadership level	✓		A
	Experience of working in a large comprehensive	✓		A
	Experience of working in more than one educational setting		✓	A
	Personal success in leading a major development in school		✓	A / I
	Experience in managing a team effectively		✓	A / I
	The ability to build, lead and support effective teams	✓		A / I
	The ability to lead & manage change effectively	✓		A / I
	Excellent communication skills	✓		I
	Strong analytical skills	✓		I
	Evidence of:			A / R / I
	<ul style="list-style-type: none"> <li>significant, current experience of middle leadership in secondary education</li> </ul>	✓		A / R / I
	<ul style="list-style-type: none"> <li>a proven record of leading transformational change</li> </ul>	✓		A / R / I



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## Our Community — Our Future

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	<ul style="list-style-type: none"> <li>good interpersonal skills with the ability to motivate young people and staff</li> <li>effective quality assurance which has had beneficial impact</li> <li>improving outcomes for students</li> </ul>	✓		A / I
		✓		A / R
		✓		A / R / I
<b>Personal Qualities/Values</b>	Total commitment & ability to raise the achievement and expectations of all students	✓		A / R / I
	Evidence of high level of leadership qualities, including clear educational vision, energy, drive and stamina	✓		A / R / I
	Demonstrates a sense of perspective	✓		I
	Total commitment to and enthusiasm for comprehensive education	✓		I
	A commitment to the development of the professional effectiveness of all staff	✓		A / R / I
	The ability to work sensitively and effectively with a variety of people including parents, staff and wider community	✓		A / R
	The ability to drive change both through being inspirational to others and having a passion for that change	✓		A / R / I
	A proven ability to challenge underperformance and to coach and mentor as appropriate	✓		A / R
	The ability to work effectively under pressure completing tasks to meet challenging deadlines	✓		A / R

**Key:**

**A = Application**

**R = Reference**

**I = Interview**