

**ASCENT ACADEMIES TRUST**  
**PERSON SPECIFICATION - Assistant Head Teacher**

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Qualifications &amp; Education</b>	E1	Qualified Teacher Status	Application Certificate			
<b>Experience &amp; Knowledge</b>	E2	Experience as a senior leader or middle leader.	Application Reference Interview			
	E3	Recent and substantial experience of working in the academy's phase(s) and with the academy's client group	Application Reference Interview			
	E4	Outstanding teacher	Application Reference Interview			
	E5	Experience of managing, developing, inspiring and motivating staff.	Application Reference Interview			
	E6	Demonstrable success in raising standards and meeting challenging targets.	Application Reference Interview			
	E7	Experience of implementing new pastoral initiatives and evaluating outcomes	Application Reference Interview			
<b>Skills</b>	E8	Excellent oral and written communication skills with an ability to negotiate at all levels.	Application Interview Presentation			
	E9	Be E-confident and able to understand and promote the benefits of ICT and future technology in an educational context.	Application Interview			
	E10	Ability to demonstrate sound organisational skills, work under pressure and determine priorities to meet tight deadlines.	Application Reference Interview			

<b>Personal Attributes</b>	E11	High personal standards of integrity and probity.	Application Reference			
	E12	Enthusiasm, vision, drive, adaptability and resilience	Application Reference Interview			
	E13	Be confident, positive and approachable	Application Reference Interview			
	E14	Be able to secure the loyalty and confidence of pupil, staff, parents, Trustees and others.	Application Reference			
	E15	Have consideration of the views of others	Application Reference			
	E16	Ability to create a learning culture within the organisation, which is recognised by staff, pupils and parents	Application Reference Interview			
	E17	Commitment to personal development.	Application Interview			
	E18	Be able to understand and develop your own emotional intelligence.	Application Interview			
<b>Special Requirements</b>	E19	Be willing to work outside normal hours.	Application Interview			
	E20	To be flexible in order to meet the demanding nature of this role.	Application Reference Interview			
	E21	Suitable to work with children and young people	Application Disclosure			
	E22	A willingness and ability to work in all academies across the Trust as required	Application Interview			