



PERSON SPECIFICATION
Head teacher at Joseph Rowntree School

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

QUALIFICATIONS AND TRAINING	Essential on appointment	Desirable on appointment (if not attained, development may be provided for successful candidate)
Qualified Teacher status	x	
Graduate or equivalent	x	
Evidence of continuous professional development	x	
EXPERIENCE AND SKILLS	Essential on appointment	Desirable on appointment
Experience across the appropriate age range	x	
Thorough knowledge of the National Curriculum	x	
Demonstrable experience of senior leadership in education	x	
Ability to interpret and use data to drive performance improvement and pupil outcomes	x	
Skills to work with staff, the wider community and Joseph Rowntree Foundation to create a strong local and city-wide network	x	
Proven ability to work with staff and students and develop relationships with parents and build strong networks with the wider school community	x	
Outstanding classroom practitioner	x	

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

Key Competencies	Essential on appointment	Desirable on appointment
Passionate commitment	x	
Strategic thinking	x	
Setting and achieving challenging goals	x	
Skilful communication according to audience	x	
Building networks	x	
Building effective teams	x	

SAFEGUARDING	Essential on appointment
These criteria will be tested at interview. Please note this post is also subject to a satisfactory enhanced DBS disclosure	

Demonstrate a commitment to all aspects of safeguarding and the welfare of children and young people	x
Ability to form and maintain appropriate relationships and personal boundaries	x
Emotional resilience in working with challenging behaviours	x
Appropriate use of authority and discipline	x