

Person Specification
Depute Head Teacher

	Person Specification – Depute Head Teacher
Attributes	Essential (Acceptable levels for effective job performance)
Experience	• Wide ranging experience of teaching at all levels and management in schools. • Evidence of ability to achieve and maintain a productive learning environment, including the development and implementation of appropriate behaviour management strategies. • Clear evidence of leadership • Experience of participation in curriculum development, school self evaluation and development of planning. • Evidence of involvement in school improvement. • Evidence of recent involvement in professional development.
Education and Qualifications	1. Full registration with the General Teaching Council for Scotland as a Secondary Teacher
Generic Professional Abilities and Qualities	• Excellent teacher with high-level skills and personal achievements. • Commitment to raising standards of achievement for all. • Ability to work with senior colleagues in managing the implementation of a school improvement agenda. • Ability and willingness to work with a range of people, to be adaptable and to work on own initiative. • Ability to communicate well, both orally and in writing, with pupils, parents and colleagues and provide information in appropriate formats. • Ability to prioritise between competing demands while remaining committed to providing high quality management as part of the Management Team. • Ability to relate strongly to the wider aims of the school in curricular and extra curricular areas and in the promotion of positive behaviour.
Specific Attributes	• Ability to work within, and contribute to, the development of school policy and to assist staff in establishing priorities, supporting them in quality assurance and meeting deadlines. • Ability to motivate, work with and lead pupils, parents and staff. • Clear commitment to a consultative approach in managing people. • Clear commitment to meeting the challenge of inclusion • Clear commitment to continuing professional development. • Clear evidence of skills in information and communication technology, with a vision for its potential in a school.

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Interpersonal skills	• Ability to identify with and show empathy with young people. • Strong empathy with those pupils who most need support in their lives and ability to work effectively and sympathetically with parents and professionals from other services. • Readiness to consult with and consider the views of others, maintain and establish positive relationships with pupils parents and staff. • Good skills as a team leader. • Ability to cope with difficult situations and maintain a balanced perspective.
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