PERSON SPECIFICATION

Candidate name					
Post Title	Headteacher	**Band**	HT12 job sized	**Job Evaluation Reference**	
Directorate	Education, Skills and Community Wellbeing	**Base**	Douglas Ewart High School		

Required Attributes				
1. EDUCATION AND TRAINING	**SCORE**		**Essential**	**Desirable**
Full Registration with GTC (Scotland) or eligible for Full Registration in appropriate sector.			E	
Evidence of appropriate leadership and management professional learning.			E	
Standard for Headship or equivalent.			E	
2. EXPERIENCE	**SCORE**		**Essential**	**Desirable**
Leadership of Self-Evaluation for School Improvement			E	
Development of Staff Capability, Capacity and Leadership			E	
Ensuring Consistent High Quality of Teaching and Learning			E	
Building and Sustaining Partnerships to Meet the Needs of All Learners			E	
Allocating Resources Effectively in line with Identified Strategic and Operational Priorities			E	
3. SKILLS AND ABILITIES	**SCORE**		**Essential**	**Desirable**
Demonstrates self awareness and inspires and motivates others			E	
Judges wisely and makes appropriate decisions			E	
Communicates effectively			E	

4. KNOWLEDGE	SCORE		Essential	Desirable
Knowledge and understanding of contemporary developments in learning and teaching, education, schools, schooling and society.				
• Teaching and Learning			E	
• Education policy			E	
• Social and environmental trends and developments			E	
• Leadership and management			E	
5. PERSONALITY FACTORS	**SCORE**		**Essential**	**Desirable**
Ability to motivate and support colleagues			E	
Sensitivity			E	
Ability to relate positively to young people			E	
Resilience			E	
Adaptability			E	
Positive outlook			E	
6. OTHER REQUIREMENTS	**SCORE**		**Essential**	**Desirable**
Current driving licence				D

Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours:

• Strengthen – our Communities · Understand – our children's needs · Protect – our vulnerable people · Promote – equality and diversity
• Open and transparent – at all times · Respect – our environment · Treat – each other with kindness