PERSON SPECIFICATION

Candidate name					
Post Title	Depute Headteacher (Primary)	**Band**		**Job Evaluation Reference**	
Directorate	Education and Learning	**Base**			

Required Attributes				
1. EDUCATION AND TRAINING	**SCORE**		**Essential**	**Desirable**
Full Registration with GTC (Scotland) or Eligible for Full Registration in Primary			E	
Evidence of appropriate leadership and management professional learning			E	
Demonstrate competencies within Standard for Middle Leadership (August 2021) or equivalent			E	
2. EXPERIENCE	**SCORE**		**Essential**	**Desirable**
Developing Self-Evaluation Strategies			E	
Developing Coherent Approaches to Professional Learning			E	
Leading and Working Collaboratively to Enhance Training			E	
Building and Sustaining Partnerships			E	
Managing Allocated Resources Proactively and Effectively			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	
Demonstrates political insight			E	
4. KNOWLEDGE	**SCORE**		**Essential**	**Desirable**

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