# PERSON SPECIFICATION

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| **Candidate name** | | | | | |
| **Post Title** | Headteacher | **Band** | HT14 job sized | **Job Evaluation Reference** | |
| **Directorate** | Education, Skills and Community Wellbeing | **Base** | St Joseph's College, Dumfries | | |

| **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 | |
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| **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 | |
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| **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 | |
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| 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 |
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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