

PERSON SPECIFICATION

Candidate name					
Post Title	Headteacher Primary	Band	HT08	Job Evaluation Reference	
Directorate	Education, Skills and Community Wellbeing	Base	Lochmaben Primary 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				