

LEAP Multi-Academy Trust

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| Trust Associate Principal  Person Specification |  |  |
| *Essential requirements are those without which an applicant will NOT be considered for appointment.* | | |
| *Personal attributes required base on Job Description* | Essential  E | Desirable D |
| Qualifications | | |
| 1. Qualified Teacher Status 2. Qualified to degree level 3. Relevant post-graduate qualification in education or management | E  E  E |  |
| Experience | | |
| 1. Recent experience as a Principal/Headteacher or Deputy Principal/Headteacher of a secondary school. 2. Track record of providing inspiration, strategic thinking, planning and strong leadership and achieving successful outcomes for pupils, staff and governors. 3. Track record of delivering and sustaining progressive improvements in achievement through leadership of teaching and learning. 4. Experience of implementing a successful school-wide behaviour strategy that has supported learning and achievement. 5. Evidence of implementing and sustaining an effective inclusion strategy that has benefited pupils. 6. Experience of successful and robust and staff management. 7. Experience of working in a multi-academy trust environment. | E  E  E  E  E  E | D |
| Knowledge and Understanding | | |
| 1. Detailed knowledge of current curriculum and assessment issues. 2. Full knowledge of the current Ofsted framework. 3. Excellent knowledge and understanding of the use of data and key performances indicators in determining benchmarks to set school targets. 4. Knowledge and understanding of the role of the Governing Body and the significant successful experience of work with Governors 5. Knowledge of legislation and best practice in academy management and development. 6. Knowledge of effective technologies to support teaching, learning and management. | E  E  E  E | D  D |



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| Skills and Abilities | | |
| 1. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively; to achieve desirable outcomes. 2. Strong ability to present to a wide range of audiences. 3. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information. 4. High level pro-active and creative thinking to anticipate issues, address problems and pursue opportunities. 5. Strong resilience and mental toughness to operate in a challenging environment. 6. Readiness to seek and respond to advice and guidance. 7. Excellent collaborative working skills to perform effectively as part of the wider team of the Trust. 8. Expert and robust people management and leadership skills; to lead by example. 9. Determination to promote equality of opportunity throughout all aspects of academy life. 10. Ability to set, expect and monitor excellent standards. 11. Strong ability and drive to achieve challenging personal and organisational goals. | E  E  E  E  E  E  E  E  E  E  E |  |
| Other Attributes | | |
| 1. Evidence of having undertaken recent and relevant continuous professional development and to demonstrate the impact of this in work practice. | E |  |