**Person Specification**

**Assistant Principal: Literacy**

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| **Essential**  | **Desirable** but not Essential  |
| **Qualifications** * A good honours degree or its equivalent
* Qualified Teacher Status
 | **Qualifications** * A higher degree
* Completion of an accredited Senior or Middle Leadership programme e.g. NPQSL, NPQML etc.
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| **Experience** * Experience of leading a team of staff and having a whole school responsibility
* Four full years teaching or more with proven track record of results
* Two full years or more in a substantial middle leadership position
* Experience in developing and managing new initiatives
 | **Experience** * Successful teaching experience in more than one school
* Proven record as an outstanding teacher
* Prior experience in marketing, publicity and/or rewards
* Responsibility for at least one whole school event
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| **Knowledge and Understanding** * The ability to teach English to KS4.
* High level knowledge of strategic planning
* An understanding of the latest initiatives in teaching and learning
* A high level of ICT competence
* A good understanding of the issues involved in Quality Assurance in a school.
* Excellent understanding of how to tailor written and oral communications for a target audience
* A clear understanding of how to promote a safe environment for young people
 | **Knowledge and Understanding**  |
| **Personal skills and Attributes*** Ability to motivate and inspire a team
* Ability to secure confidence and respect of all stakeholders
* Ability to resolve conflict and reach consensus
* Physical stamina, an excellent record of attendance and evidence of ability to manage successfully a heavy workload
* Ability to chair effective and worthwhile meetings
* Ability to communicate effectively and sensitively
* A burning desire to ensure all our students achieve their absolute best and enjoy their school experience
* Experience of addressing large groups
 | **Personal skills and Attributes** |