**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. |
| **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 |
| **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** |