

**VICE PRINCIPAL**



**Chair of Governors: Ms R Rochefort Executive Principal: Mr R Burman**



**WELCOME TO AYLESBURY VALE ACADEMY**

MESSAGE FROM THE EXECUTIVE PRINCIPAL

The AVA is a challenging, but rapidly improving school which needs strategic input from skilled practitioners who are able to impact on the outcomes for our students in ways which will help them embrace success.

At AVA, there is a clear focus on a standards agenda, developing an achievement culture and establishing positive approaches to learning and growing as an individual.

This post is not for the faint-hearted but will give effective staff the opportunity to flourish whilst making a significant contribution to enhancing the life chances of those we serve. There are challenges ahead, but this is an opportunity for a committed professional to make a mark. There will be a relentless focus on driving up standards, from the solid base which has recently been established and an uncompromising approach to establishing an environment conducive to teaching and learning. The P8 improved from -0.64 in 2016 to -0.22 in 2017 and we are on target to be above the National average in 2018.

The Academy is an inclusive community working with a clear set of values which guide all the Academy’s policies and practices. Whilst this post is of a predominately secondary focus, the Academy is 2-19 and you will have the opportunity to have a strategic influence over aspects of the total provision.

You will work with other committed professionals who are determined in their pursuit of excellence, in making Aylesbury Vale Academy a vibrant place to work and learn and where we continue to raise our expectations of every aspect of performance starting with our own. We are extremely ambitious for the academy, but realise that action is what achieves success.

This is a unique and exciting role for someone who understands the vision for the Aylesbury Vale Academy and who is able to provide the necessary experience and ability to innovate and inspire staff and students. We are looking for someone who can model the expectations of the Academy and grow as a professional and offer excellent development and mentoring opportunities. In return you will bring flexibility and adaptability in your approach with a strong work ethic and ability to see things through to completion with attention to detail. If you are prepared to take on whatever is required to get the job done and are solution focussed, then please consider working alongside us in a strong SLT.

You will work with us to support the Academy on its journey to good and beyond through a relentless focus on the quality of teaching and learning. The successful applicant will have a structured induction and will be supported through a strong CPD Programme and be fully supported in growing as a practitioner to be the best.

If you are up for the challenge and would like to visit the Academy or discuss the position, please contact me on 01296 674114.

**ROGER BURMAN**

**VICE PRINCIPAL**

**PERSON SPECIFICATION AND JOB DESCRIPTION**

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| **PERSON SPECIFICATION** |

In order to undertake the post successfully, it is anticipated that the following skills and qualities will be required.

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| **PROFESSIONAL** |

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| 1. | Be a graduate with a teaching qualification (evidence of study at a higher level eg Masters or  NPQH qualification – not essential) |
| 2. | Have at least three years Senior Management experience |
| 3. | Be an excellent classroom practitioner |
| 4. | Have a wide interest in and knowledge of the use of ICT both as a classroom and management  tool |
| 5. | Possess knowledge of recent curriculum developments at all key stages |
| 6. | Possess knowledge relating to the use of data to promote effective teaching and learning |

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| **LEADERSHIP AND MANAGEMENT** |

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| 1. | Have strong leadership qualities with a record of initiating and managing an area of whole  school change |
| 2. | Have the ability to enable others to achieve success |
| 3. | Have a genuine commitment to consultation, effective decision making and the importance  of teamwork |
| 4. | Have the ability to draw data from a variety of sources, analyse, synthesise and present solutions |
| 5. | Have the ability to contribute to strategic planning for whole school improvement |
| 6. | Be able and willing to challenge the Principal constructively |

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| **ORGANISATION** |

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| 1. | Demonstrate an attention to detail and an awareness of the impact of decisions on others |
| 2. | Have a predisposition to instigate appropriate action in order to achieve success |
| 3. | Have the ability to delegate in such a way that tasks are achieved and targets met |
| 4. | Have the ability to self-manage and delegate in such a way that tasks are achieved and targets  met |

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| **COMMUNICATION** |

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| 1. | Have excellent written and oral skills |
| 2. | Display a clear sense of vision |
| 3. | Be able to build professional relationships and work sensitively with a wide variety of people |
| 4. | Be able to present to a large range of audiences, including students, staff, parents and outside  agencies |

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| **PERSONAL** |

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| 1. | Have a love for teaching and learning |
| 2. | Have integrity, optimism, flexibility and resilience |
| 3. | Have the stamina to cope with the demands of the post |
| 4. | Possess personal impact and presence |
| 5. | Have a sense of humour |

**JOB DESCRIPTION**

The successful candidate will need to fulfil the following generic job description.

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| **JOB PURPOSE** |

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| 1. | To be a member of the Senior Leadership team and share its responsibilities |
| 2. | To take charge of the Academy in the Principal’s absence, as requested by the Principal |
| 3. | To ensure that the aims of the Academy are put into practice and that high standards of work and  behaviour are maintained |
| 4. | To help manage the day-to-day operation of the Academy |
| 5. | To teach designated classes according to the academy timetable (usually 12/30) a week |
| 6. | To line manage a designated range of middle managers |
| 7. | To contribute to the self-evaluation process and monitor the quality of teaching and learning across  The whole school |
| 8. | To assist in the selection of staff for appointment to the Academy |
| 9. | To participate in supervision of school outside the school day |
| 10. | To attend designated Governors Committee Meetings |

**SPECIFIC TASKS RELATED TO THIS POST – to be negotiated**