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| Person SpecificationAssociate Assistant Principal – Science and wider school responsibility |
|  | **ESSENTIAL** |  | **DESIRABLE** |
| **QUALIFICATIONS** | • QTS |   | • Evidence of further professional development and study. |
|  | • Degree or equivalent. |   |  |
| **EXPERIENCE** | • A track record of successful teaching and learning at middle leadership level |  | • Experience of cross phase collaboration. |
|  | • Experience of leading departmental improvement and evidence of its impact on student outcomes. |   | • Experience of active community engagement and enterprise. |
|  | • Sound experience across more than one key stage. |   | • Successful experience of cultural shift and transforming learning outcomes. |
|  | • Experience of effective curriculum innovation and the delivery of an effective assessment strategy.  |   |  |
|  | • Successful delivery of quality assurance and implementation of improvement plans. |   | Experience of Ofsted inspection and utilizing its outcomes to inform strategic planning. |
|  | • Experience of data analysis as a teaching and learning tool. |   |  |
|  | • Experience of effective change management. |   |   |

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| **KNOWLEDGE, ABILITIES & SKILLS** | • Incisive knowledge and understanding of strategies to raise attainment and sustain a high quality of education for all students. |   | • Knowledge and understanding of changes to national education policy.  |
|  | • Knowledge and understanding in 21st century learning technologies and communications. |   | • Knowledge of developments in curriculum and organisation across phases. |
|  | • Able to lead, motivate and coach staff within the context of performance management and professional development. |   | • Experience of leading cultural change. |
|  | • Able to manage strategic and operational challenge across the learning community. |   |  |
|  | • Able to collaborate and work in partnership with a wide range of stakeholders  |   |  |
|  | • Able to demonstrate a commitment to continuous improvement. |   |  |
|  | • Able to raise aspirations, build teams and secure parental confidence. |   |  |
|  | • Able to demonstrate, resilience, tenacity and professional integrity. |   |  |
|  | • Excellent communication and interpersonal skills. |   |  |
| **ETHOS & PERSONAL QUALITIES** | • Committed to developing and promoting the distinctive Christian character of the School and British values. |   | • Practising Christian |
|  | • Willing to articulate the Christian ethos of the school, to students, staff and parents, and demonstrates the values of friendship, service and respect for others. |   | Experience and some understanding of the SIAMS inspection framework. |