**Associate Principal - Person Specification**

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| **Attributes** | **Essential** | **Desirable** |
| **Education & Qualifications** | * Honours degree or equivalent
* Qualified teacher status
* Evidence of commitment to continuing professional development
 | * Evidence of other relevant leadership qualifications or Post graduate qualification
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| **Knowledge and Experience** | * Successful teaching and curriculum experience
* Recent and relevant senior leadership experience
* Knowledge of secondary principles and practice
* Clear understanding of major curriculum issues and experience of innovative curriculum development and coordination
* Clear understanding of what constitutes good and outstanding teaching across the school/college and how to gain it
* Successful experience of raising standards for all with measurable outcomes
* Experience of analysing and using data for school/college improvement
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| **Leadership and Management experience** | * Work with the Executive Principal to formulate a vision and strategy for the school/college
* Implementation of change within existing successful working practices
* Ability to work with the school/college community to sustain and extend improvement
* Experience of developing a collaborative working relationship with staff, parents, Governors, other colleges/schools and agencies
* Experience of implementing professional development and effective systems of performance management across the whole school/college workforce
* Experience of working successfully with parents
* Experience of working with others in the context of collaboration, support and challenge and the ability to embrace system leadership and the work of Lionheart Academies Trust
* Experience of planning and managing budgets
* Knowledge of key considerations in effective management and deployment of people and other resources
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| **Skills** | * Proven ability as an outstanding teacher
* Proven skills in motivating and managing teaching and associate staff
* Ability to develop and empower individuals and teams
* A genuine commitment to choice and flexibility in learning to meet the personalised learning needs and aspirations of every student
* Confident and effective leadership with high expectations of students and staff
* Commitment to the pastoral welfare of the school/college community
* Ability to manage change in partnership with others
* Ability to communicate effectively orally and in writing to a range of audiences
* Ability to drive for improvements and challenging underperformance
* Ability to inspire, motivate, challenge and influence others to attain higher goals
* Ability to use new and emerging technologies to support improvement
* Ability to deal sensitively with people and resolve conflicts
* Ability to contribute to the strategic work of Lionheart Academies Trust and to work effectively as a partner alongside Head Teachers and Heads of School/College within the MAT
* Ability to anticipate and solve problems
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| **Personal Qualities** | * Calm and organised under pressure, able to prioritise
* Committed to the development and maintenance of good relationships with staff, parents, students, governors and the community
* Positive, enthusiastic outlook, embracing risk and innovation
* Demonstrate respect and empathy towards others
* Resilience, perseverance and optimism in the face of difficulties and challenges
* Capacity to be flexible, adaptable and creative
* Committed to CPD of self and others within the school/college and promote the values and importance of professional learning communities
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| **Suitability to work with children** | * Willingness to undergo successful checks in line with safeguarding children and safer recruitment in education
* Appropriate and relevant references will be checked
* Must demonstrate an understanding and acknowledgment of the individual’s responsibility for promoting safeguarding and welfare of students
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| **Equal Opportunities** | * Must demonstrate an awareness and understanding of equal opportunities
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