**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 |
| **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 |  |
| **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 |  |
| **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 |  |
| **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 |  |
| **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 |  |
| **Equal Opportunities** | * Must demonstrate an awareness and understanding of equal opportunities |  |