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**Witchford Village College**

**Person Specification**

**Vice Principal**

**To support your application candidates should be able to show evidence of the following:**

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| **Criteria** | **Essential** | **Desirable** |
| ***Qualifications and Experience:*** |  |  |
| A teaching qualification | √ |  |
| Good honours graduate  | √ |  |
| Excellent subject knowledge, experience and delivery of teaching all key stages in a subject | √ |  |
| A strong track record of positive and sustained impact in senior leadership | √ |  |
| Experience of developing and improving standards of teaching and learning as an Assistant Head/Principal (or similar such senior role) | √ |  |
| Experience of working constructively to achieve objectives and deadlines | √ |  |
| Management/post graduate qualification (including NPQSL) |   | √ |
| ***Knowledge and understanding :*** |  |  |
| Knowledge of what makes the highest quality curriculum development and teaching and learning across the 11-16 age range | √ |  |
| Experience of school self-evaluation and development planning procedures  | √ |  |
| Experience in use of data, tracking, target setting and raising standards  | √ |  |
| Knowledge and applied understanding of strategies to make rapid and sustained school improvement (i.e. PiXL), with particular attention to disadvantaged students | √ |  |
| ***Leadership & Management skills:*** |  |  |
| Excellent strategic interpersonal skills and the ability to lead and manage people to work towards common goals and objectives | √ |  |
| Ability to motivate, lead and manage staff and monitor performance  | √ |  |
| Successful leadership of transformation and successful change management  | √ |  |
| Experience of curriculum development  |  | √ |
| Potential for headship and beyond  | √ |  |
| ***Personal & Professional attributes:*** |  |  |
| Innovation, creativity and critical reflective thinking (with a high degree of self-knowledge)  | √ |  |
| Driven to achieve excellent results and to remain composed along the way | √ |  |
| Energy, enthusiasm and ability to get things done to deadlines with meticulous planning, prioritising and delegation  | √ |  |
| Ability to interact with students, staff, parents and the wider community to foster a culture of learning, enterprise, improvement and inclusion  | √ |   |
| Commitment to continuing personal and professional development of colleagues and self | √ |  |
| Demonstrates good judgement, decision making and integrity | √ |  |
| Promote and value a culture of high achievement with the ability to provide the ‘wow’ factor  | √ |  |
| Managerial courage and politically ‘savvy’  | √ |  |
| **Safeguarding and Promoting the welfare of children:****At interview candidates should be able to demonstrate:** |  |  |
| Demonstrate the ability to form and maintain appropriate relationships and personal boundaries with children | √ |  |
| Emotional resilience in working with challenging behaviours  | √ |  |