

Person Specification

Assistant Vice Principal



	Essential	Desirable
Qualifications & Training	<ul style="list-style-type: none"> • Graduate (with a good honours degree) • Qualified Teacher Status • An outstanding teacher • <u>Commitment</u> to continued professional and personal development 	<ul style="list-style-type: none"> • Evidence of leadership professional development programme • <u>Evidence of</u> BTEC assessment and/or internal verification
Experience, knowledge & understanding	<ul style="list-style-type: none"> • Ability to teach <u>Science</u> across the Key Stages (3-5) • Knowledge of the curriculum reform • Evidence of wide reading and a genuine interest in research in pedagogy and leadership • Experience of leading a curriculum area/project or whole school area of responsibility which impacted positively on student progress • Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance • Experience of managing and implementing change successfully at department or whole school level • Commitment to extra-curricular learning activities • An awareness of good practice in identifying individual needs and providing appropriate curriculum provision and intervention • Confidence to coach and develop a range of teaching strategies and approaches • <u>Ability to</u> exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders 	<ul style="list-style-type: none"> • Evidence of effective experience in supporting other school leaders and/or teachers at middle or senior level • Experience of exam board marking and moderation

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<p>Skills & Abilities</p>	<ul style="list-style-type: none"> • Well-developed ICT skills and knowledge and experience of how technologies can be used to transform learning and raise achievement • <u>Ability to coach</u>, mentor, support and challenge others to develop as inspiring professionals • Ability to monitor, evaluate and review provision and performance data that can be used to improve the quality of teaching, learning, assessment and outcomes • Ability to inspire young people by providing, through the curriculum, a relevance and context to the wider world / innovative and engaging learning experiences which challenge and motivate students • Proven ability to identify and implement strategies to raise standards of teaching and learning and student outcomes through line management • Ability to lead and manage own work effectively and take responsibility for own professional development • Ability to enhance performance by motivating and developing staff, helping them to acquire the skills to prepare for more senior roles • Skilled in budget management and deployment of resources • A student-centred professional 	
<p>Personal qualities and attributes</p>	<ul style="list-style-type: none"> • Successful working relationships with colleagues/other stakeholders • Innovative, able to contribute new ideas and help establish them • Energy and flexibility • A professional approach borne out of confidence and effectiveness in role • Role model of best practice • Maintain a positive attitude and keep calm under pressure • Communicate effectively and concisely both in verbal and written form to a variety of audiences • A high degree of personal and professional integrity, confidence and loyalty. • Emotional and social resilience and intelligence in the face of challenge • Enthusiasm for and commitment to the achievement of the vision for success at all levels. 	

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Commitment To	<ul style="list-style-type: none">• Raising standards of student achievement• Continued Professional Development• Community liaison including parental involvement• <u>Establishing</u> links with HE and industry/business• Diversity and equality of opportunity in all working practices• Enhancing the SMSC awareness of young people and modelling British Values	<ul style="list-style-type: none">• Further career development
Attendance	<ul style="list-style-type: none">• A good attendance record in current employment, (not including absences due to disability)	
Written Application	<ul style="list-style-type: none">• A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role and for the Academy within the Maltby Learning Trust	