

### PERSON SPECIFICATION FOR POST OF VP

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<b>Job Requirement</b>	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment A/I/P*</b>
<b>Education and Training</b>			
Qualified Teacher status	X		A
Degree	X		A
Safeguarding experience		X	A
Relevant in-service training during the last five years		X	A
Accredited post graduate study (NPQH/ML/SL etc)		X	A
<b>Experience</b>			
Significant successful teaching experience and an excellent classroom practitioner	X		A/I
Leadership and management experience with demonstrable impact	X		A/I
Experience of leading a whole academy initiative	X		A/I
Involvement in leading CPD at a whole school level		X	A/I
Experience of leading in challenging circumstances		X	A/I
Experience of working with parents		X	A/I
Experience of using performance management processes successfully to contribute to school improvement		X	A/I
Experience of working with governance		X	A/I
<b>Knowledge and Values</b>			
Good understanding of the OFSTED framework and self-review	x		
In-depth of knowledge and understanding of current educational priorities	x		A/I
Ability to articulate a sound educational philosophy consistent with the academy's aims	x		
Exceptional enthusiasm for learning	x		A/I
Exceptional empathy and ability to connect with young people	x		A/I



**AMBITIONS**  
Academies Trust



Strong belief in helping staff to become the very best they can be	x		A/I
Respect for the diverse range of people educated	X		A/I
A good ability with technology	x		A/I
Broad educational understanding and political awareness		x	A/I
<b>Personal Qualities</b>			
Vision	x		A/I/P
Courage	x		A/I/P
Passion	x		A/I/P
Emotional intelligence	X		A/I/P
Judgement	X		A/I/P
Resilience	X		A/I/P
Persuasion	X		A/I/P
Curiosity	x		A/I/P
<b>Skills</b>			
Solution focused thinker	X		A/I/P
Ability to interpret data	X		A/I/P
Effective communicator	X		A/I/P

\*A – Application Form I – Interview P - Presentation