

## Thames Learning Trust - Person Specification

**Position: Vice Principal**

Competency	Description	Essential	Desirable
<b>Education</b>	Qualified teacher status and evidence of completion of induction	✓	
	Good honours degree	✓	
	Evidence of continuing professional development relevant to the post	✓	
	A higher degree or management qualification		✓
<b>Knowledge, skills and expertise</b>	Experience of being the Designated Safeguarding Lead	✓	
	Experience of developing effective behaviour and attendance systems and procedures to promote a positive culture and the enjoyment of learning.		
	Proven record of successful leadership and management at senior level	✓	
	Highly effective communication skills, both oral and written	✓	
	Knowledge and understanding of educational development	✓	
	Knowledge and understanding of national performance data	✓	
	Experience of interaction with the DfE and local authorities with regards to pupils' outcomes, prior attainment and student records	✓	
	Exemplary teaching skills	✓	
	A proven track record of raising achievement & securing high achievement of students	✓	
	Experience of working with school governors	✓	
	Clear understanding and effective use of self-evaluation process	✓	
	Strong ability to analyse, interpret and explain relevant data and evidence	✓	
	Well-developed coaching and mentoring skills	✓	
	Experience of using IT effectively and innovatively to improve the quality of		✓
	Commitment to Inclusive Education	✓	
	Belief in the ability of each young person to succeed	✓	
	Commitment to providing a world class education	✓	
	Commitment to team working	✓	
An understanding of what constitutes high quality CPD provision for all colleagues	✓		

	Proven ability to bring about improvements in the quality of teaching and learning	✓	
<b>Leadership Skills</b>	Commitment to system leadership and working beyond the school	✓	
	Demonstrates a strong commitment to pupil and staff wellbeing, and serves as an advocate for vulnerable children and their families		
	Be an inspiring role model for pupils and staff	✓	
	Ability to delegate effectively and productively	✓	
	Ability to keep calm under pressure and meet deadlines	✓	
	Build, support and challenge high performing teams	✓	
<b>Personal Qualities</b>	Personal impact and presence	✓	
	Intellectual ability	✓	
	Excellent interpersonal skills	✓	
	Energy, dynamism and enthusiasm	✓	
	Self-confidence	✓	
	Optimism	✓	
	Flexibility	✓	
	Resilience and perseverance	✓	
	Reliability and integrity	✓	
	Compassion and humility	✓	
<b>Attributes</b>	Positive approach to school self-evaluation and an insistence on high standards	✓	
	Committed to the Trust's aims	✓	
	Committed to Equality and Diversity	✓	
	Committed to own continuing professional development	✓	