

Assistant Principal (Pupil Development)
PERSON SPECIFICATION

| | Criteria | Essential | Desirable | Application Form | Certificates | Selection Process | Reference |
|------------------------------|--|-----------|-----------|------------------|--------------|-------------------|-----------|
| Qualifications | Qualified teacher status in England and Wales | ✓ | | | | | |
| | Degree | ✓ | | | | | |
| | Professional development in preparation for a leadership role | | ✓ | | | | |
| Skills and Experience | Leadership and management experience in a school | ✓ | | | | | |
| | An inspirational teacher with an excellent understanding of practice and current teaching experience of secondary age students at GCSE | ✓ | | | | | |
| | Involvement in school self-evaluation and development planning | | ✓ | | | | |
| | Line management experience | ✓ | | | | | |
| | Experience of contributing to staff development | ✓ | | | | | |
| | Experience of developing a high-quality learning environment through high expectations of pupil behaviours | | ✓ | | | | |
| | Substantial experience of data analysis and target setting to ensure excellent outcomes | | ✓ | | | | |
| | Understanding of high-quality teaching, and the ability to model this for others and support others to improve | ✓ | | | | | |
| | Prepared to learn from, and share, new experiences, and take responsibility for their own continuing professional development | | ✓ | | | | |
| | Effective communication and interpersonal skills | ✓ | | | | | |
| | Ability to form and communicate a vision and inspire others | ✓ | | | | | |
| | Ability to build effective working relationships | ✓ | | | | | |
| | Ability to lead management processes on behalf of the school and Trust to the highest standard when required | | ✓ | | | | |
| Personal Qualities | A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school | ✓ | | | | | |
| | Ability to work under pressure and prioritise effectively | ✓ | | | | | |
| | An energetic and enthusiastic presence that commands respect. | ✓ | | | | | |
| | Integrity, respect for others and a commitment to safeguarding and equality | ✓ | | | | | |
| | Self-motivated, organised and ambition for self and others | ✓ | | | | | |