

## Person Specification

### Post: Assistant Principal - Research and Development

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant CPD</li> <li>• Post-graduate study</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by outstanding outcomes</li> <li>• Significant impact as a middle leader</li> <li>• Leadership of high quality curriculum and assessment development</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching A-level</li> <li>• Working in an inner-city area of high deprivation</li> <li>• Working in a high-performing school</li> <li>• Whole-school leadership</li> <li>• High-leverage coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students and staff</li> <li>• Excellent subject, curriculum and assessment knowledge</li> <li>• Clear understanding of the Trust's curriculum and assessment principles and how powerful knowledge liberates young people</li> <li>• Accurate analysis, interpretation and understanding of data</li> <li>• Behaviour management to ensure a disciplined and joyful culture</li> <li>• Leadership in large group settings</li> <li>• Communicate with coherence and clarity</li> <li>• Ability to lead by example</li> <li>• Hold others to account</li> <li>• Support colleagues to bring out the best in them</li> <li>• Ability to prioritise and manage work load efficiently</li> <li>• Good judgement</li> <li>• Build effective relationships</li> <li>• Commitment to safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Understanding of aligned autonomy and how this unique model allows organisational agility through the optimal balance between consistency and self-determination</li> <li>• Simplify complex issues and develop innovative solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Humble, kind and diplomatic</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills; presence</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail and clarity</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the Trust</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to travel as necessary to get the job done</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>