Person Specification

Post: Assistant Principal

Attributes	Essential	Desirable	How identified
Qualifications	• Qualified Teacher Status • Good honours degree	• Relevant CPD • Post-graduate study	• Application • Certification
Experience	• Values driven • Strong teaching ability backed up by good and outstanding outcomes • Significant impact as a middle leader • High quality culture, curriculum or assessment development	• Working in an inner-city area of high deprivation • Working in a high-performing school • Whole-school leadership • High-leverage coaching	• Application • Interview • References
Knowledge and skills	• High expectations which motivate and challenge students and staff • Excellent subject, curriculum and assessment knowledge • Accurate analysis, interpretation and understanding of data • Behaviour management to ensure a disciplined and joyful culture • Commitment to safeguarding • Leadership in large group settings • Communicate with clarity • Ability to lead by example • Hold others to account • Support colleagues to bring out the best in them • Ability to prioritise and manage work load efficiently • Good judgement • Build effective relationships with families	• Understanding of what makes a Dixons academy different and successful • Strong line management / coaching of teachers • Simplify complex issues and develop innovative solutions	• Application • Interview • References
Character	• Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills; presence • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail and clarity • Ability to work under pressure • Commitment to the full life of the academy	• Willingness to offer extra-curricular provision	• Application • Interview • References