



## **PERSON SPECIFICATION – ASSISTANT VICE PRINCIPAL, STEM**

### **Qualifications**

- A degree qualification in an appropriate subject.
- Qualified Teacher Status.
- Evidence of Continuous Professional Development.

### **Experience**

- Effective management of a successful team.
- At least two years' successful middle/senior management experience.
- Track record of delivering outcomes for students at Key Stages 4 and 5.
- Innovation and creativity to engage, enthuse and progress learners.
- Partnership and team working.
- Developing and leading the implementation of strategies and CPD to achieve whole school improvement.
- Experience of managing change successfully.

### **Abilities, Skills and Knowledge**

- Ability to teach to GCSE and A Level standard.
- Ability to coach and motivate professionals, individually and within groups, to achieve individual and collective targets.
- Ability to develop and implement strategies to enhance and sustain whole school initiatives.
- Ability to work with a range of external agencies and stakeholders to deliver whole school initiatives.
- Ability to communicate verbally with, and write reports for, a range of stakeholders including Governors and external agencies.
- Ability to set clear targets, track and manage progress and develop strategies to achieve desired outcomes.
- Ability to work autonomously, prioritise conflicting demands and thrive under pressure.
- ICT skills to manage and report on performance data to a range of audiences (Ofsted, Governors, parents, staff and students).
- Ability to use data as a tool for school improvement.
- Commitment and understanding of issues relating to safeguarding, pastoral matters and learning support.

### **Personal Qualities**

- A strong commitment to inclusion and overcoming barriers to learning and achievement.
- Ability to self-review.
- Enthusiasm.
- Able to work under pressure and meet deadlines.
- A proactive team member.
- Confident and articulate in addressing and presenting to all levels of authority.
- Ability to maintain a balance between professional and personal interests.
- Possess integrity and resilience as well as a developed sense of proportion and humour.
- A fair, flexible, ethical and decisive approach to leadership.
- Commitment to justice, equality, equal opportunities and the Co-operative Values.
- Sound moral and philosophical values consistent with the needs of the College.