# Person Specification

Assistant Vice Principal (Mathematics)

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

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| **Experience /skills/personal style and behaviour** | **Assessment method** |
| Qualified Teacher with academic qualifications in the area of Mathematics | Application  Interview |
| Leadership experience within a significant, relevant, organisational setting and proven ability to convert strategy into results | Application  Interview |
| Exceptional qualified teacher practitioner | Interview |
| In depth knowledge of the curriculum across 3 Key Stages | Application Interview |
| Knowledgeable and passionate about quality in extended educational provision and the principles behind the programme and its potential for raising standards | Application  Interview |
| An exceptional, collaborative leader with proven ability to forge partnerships and build positive working relationships, negotiate with and influence partners and other stakeholders | Application |
| Proven successful track record of driving and delivering transformational and cultural change in an extended school / academy setting | Application  Interview |
| Able to deliver high performance within an educational setting | Interview |
| Enjoyment of and ability to communicate with young people, families, community and outside agencies | Interview |
| Significant understanding of relevant legislation, innovation and new developments underpinning educational effectiveness | Application  Interview |
| Ability to create, build and retain effective staff structures to support an academy vision | Interview |
| Ability to generate a collective vision and shared purpose in relation to the development of All Saints’ Academy and local community | Interview |
| Proven ability to motivate, enthuse and drive forward individuals and teams to achieve high levels of performance, progress and achievement | Application  Interview |
| Empathy, support and challenge in relation to the needs of the Academy and community including a full appreciation of the needs of a diverse community within a socially challenging school environment | Application  Interview |
| Persistence, determination and emotional intelligence | Interview |
| Strong performance management ethos | Application |
| Excellent communication, influencing and negotiating skills across a range of stakeholders | Interview |
| Proven ability in the successful management of significant resources | Application  Interview |
| Drive, tenacity, ability to maintain focus, objectivity and sound judgement under complex conditions | Interview |
| Commitment to inclusion and diversity in all aspects of employment and service delivery | Interview |
| Commitment to personal development | Application |
| Experience of successful leadership and transformational change to improve learning for young people | Interview |
| Experience of developing and sustaining positive relationships with stakeholders to build consensus and promote innovation | Interview |