

GREAT ACADEMIES EDUCATION TRUST
Person Specification – Vice Principal

CRITERIA	CATEGORY	METHOD OF ASSESSMENT
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1. Educational Standard/Qualifications

<ul style="list-style-type: none"> Degree or equivalent 	E	Application form and evidence of qualification
<ul style="list-style-type: none"> Qualified Teacher Status 	E	Application form and evidence of qualification
<ul style="list-style-type: none"> Management / Leadership qualification 	D	Application form and evidence of qualification

2. Experience

<ul style="list-style-type: none"> Evidence of providing high quality teaching 	E	Interview
<ul style="list-style-type: none"> Proven success in raising attainment and achievement 	E	Interview
<ul style="list-style-type: none"> Evidence of successful experience in a leadership role 	E	Application form / Interview
<ul style="list-style-type: none"> Experience of using data effectively to make judgements and identify key priorities for improvement 	E	Interview
<ul style="list-style-type: none"> Evidence of leading, supporting and managing others to obtain high quality performance 	E	Application form/interview
<ul style="list-style-type: none"> Leading the professional development of staff 	E	Application form/interview
<ul style="list-style-type: none"> Experience of leading / advising on performance management and successfully addressing underperformance 	E	Interview
<ul style="list-style-type: none"> Experience of managing change 	E	Interview
	E	Interview

<ul style="list-style-type: none"> • Experience of target setting and strategic planning regarding student progress 		
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3. Knowledge

<ul style="list-style-type: none"> • Knowledge of the current Ofsted Inspection System and experience of an Ofsted Inspection 	E	Interview
<ul style="list-style-type: none"> • Knowledge of recent educational developments and education policy 	E	Interview
<ul style="list-style-type: none"> • Knowledge and understanding of data 	E	Interview

4. Personal Qualities / Skills

<ul style="list-style-type: none"> • Ability to work calmly under pressure, prioritise and to meet deadlines 	E	Interview
<ul style="list-style-type: none"> • Analyse information and situations and make recommendations as a result 	E	Interview
<ul style="list-style-type: none"> • Ability to constructively challenge and to provide effective feedback 	E	Interview
<ul style="list-style-type: none"> • Ability to work collaboratively 	E	Interview
<ul style="list-style-type: none"> • Excellent communication skills both written and verbal 	E	Application form / Interview
<ul style="list-style-type: none"> • Willing and able to deal with detail/complex matters 	E	Interview
<ul style="list-style-type: none"> • Manage conflict 	E	Interview
<ul style="list-style-type: none"> • Personal positive impact 	E	Interview
<ul style="list-style-type: none"> • Set high expectations for self and others and lead by example 	E	Interview
<ul style="list-style-type: none"> • Resilient 	E	Interview

5. Commitment and Behaviours

<ul style="list-style-type: none"> • Commitment to GAET policies and procedures including those relating to Equal Opportunities and Inclusion, Safeguarding and Child Protection, Health and Safety 	E	Interview
<ul style="list-style-type: none"> • Commitment to the GAET values 	E	Interview

For Information:

Category E: Refers to Essential Requirements without which the candidate would be unable to carry out the duties of the post.

Category D: Refers to Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc