

## Vice Principal - Person Specification

Competency	Description	Essential	Desirable
Education	Qualified teacher status and evidence of completion of induction	✓	
	Good honours degree	✓	
	Evidence of continuing professional development relevant to the post	✓	
	A higher degree or management qualification		✓
	Professional development in preparation for leadership role		✓
Knowledge, skills and expertise	Experience in developing curriculum models	✓	
	Proven record of successful leadership and management at senior level	✓	
	Highly effective communication skills, both oral and written	✓	
	Knowledge and understanding of educational development	✓	
	Exemplary teaching skills	✓	
	A proven track record of raising achievement & securing high achievement of students	✓	
	Experience of working with school governors		✓
	Clear understanding and effective use of self-evaluation process	✓	
	Strong ability to analyse, interpret and explain relevant data and evidence	✓	
	Well-developed coaching and mentoring skills	✓	
	Experience of using IT effectively and innovatively to improve the quality of learning		✓
	Commitment to Inclusive Education	✓	
	Commitment to team working	✓	
	An understanding of what constitutes high quality CPD provision for all colleagues	✓	
	Data analysis skills, and the ability to use data to set targets and identify		
	Ability to build effective working relationships		
Leadership Skills	Commitment to system leadership and working beyond the school	✓	
	Be an inspiring role model for pupils and staff	✓	
	Ability to delegate effectively and productively	✓	
	Ability to keep calm under pressure and meet deadlines	✓	
	Build, support and challenge high performing teams	✓	
Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
	Commitment to maintaining confidentiality at all times	✓	

	Commitment to safeguarding and equality	✓	
	Ability to manage time effectively	✓	
	Ability to delegate and lead as part of a team	✓	
<b>Attributes</b>	Positive approach to school self-evaluation and an insistence on high standards	✓	
	Committed to the Trust's aims	✓	
	Committed to Equality and Diversity	✓	
	Committed to own continuing professional development	✓	