**PERSON SPECIFICATION**

**ASSISTANT PRINCIPAL**

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|  | **Essential Requirements** | **Desirable** |
| **Education and Qualifications**  **CPD** | * Qualified Teacher Status * Evidence of appropriate professional development * Good honours degree | * Further qualifications * In-service training/development in leadership and management |
| **Experience** | |  | | --- | | * Proven track record of excellent classroom practice * Teaching experience in comprehensive schools and a commitment to comprehensive education * Evidence of successful leadership of a subject or key area of the school, e.g. a year group or key stage * Experience of contributing to effective professional development of staff | |  |
| **Knowledge and Understanding** | * A clear educational philosophy * Involvement in whole school initiatives * Ability to see the big picture, think strategically and maintain a hands on approach * Understanding of educational developments |  |
| **Learning and Teaching** | * Commitment to and ability to raise achievement for all * A student centred, “can do”, inclusive and positive approach * Proven track record of raising academic standards, good examination results and delivery against targets * Role model as excellent classroom practitioner –delivering consistently good to outstanding lessons, using a range of learning and teaching and behaviour for learning strategies * Proven track record of improving teacher performance |  |
| **Leadership** | * Excellent leadership and management skills in line with national standards * Ability to lead and inspire, create a compelling vision of the strategic “big picture” and command respect * Highly motivated and able also to motivate and inspire students, staff, parents and Trustees * Ability to lead, support, develop and motivate high performing teams * Ability to delegate responsibility, deploy staff effectively and provide a clear focus on key strategic improvements * Ability to innovate, manage change and evaluate its impact * Excellent problem solving skills * A role model for the community * Developed skills in self-evaluation and the ability to apply the Ofsted framework to improve performance * Ability to be an ambassador for the school, to present at local and national conferences and to work in partnership with other schools | * Innovative approaches to leadership and management and learning and teaching |
| **Personal Qualities and Commitment** | * Energy, enthusiasm and a positive “can do” approach * Tenacious and able to pursue matters to a close * High level oral, written, communication and evaluation skills * Excellent interpersonal skills, a person who enjoys working with young people * Ability to be reflective and evaluate own performance * Ability to remain calm, focused and effective under pressure and to meet deadlines * Flexibility in working practices and adaptability to change * Commitment and willingness to go the “extra mile” * Capacity to manage the demands of a senior leadership position * Commitment to collaborative working with other schools and FE * Sense of humour, common sense and the ability to maintain a sense of perspective | * Range of interests * Potential for Headship |
| **Suitability to work with children and young people** | * Responsible for promoting and safeguarding the welfare of children and young people * Not barred from working with children |  |