**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
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| **Experience** |

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| * 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
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| **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
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| **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
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| **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
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| **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
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| **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
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