Person Specification

Post: Assistant Principal

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| Attributes | Essential | Desirable | How identified |
| Qualifications | * Qualified Teacher Status * Good honours degree | * Relevant CPD * Post-graduate study | * Application * Certification |
| Experience | * Values driven * Strong teaching ability backed up by good and outstanding outcomes * Significant impact (at least 3 year) as a pastoral leader * Understanding of current systems of behaviour and attendance * Experience of working in a good or outstanding school or a school with proven rapid improvement | * Working in an inner-city area of high deprivation * Working in a high-performing school * Whole-school leadership * High-leverage coaching | * Application * Interview * References |
| Knowledge and skills | * High expectations which motivate and challenge students and staff * Excellent subject, curriculum and assessment knowledge * Accurate analysis, interpretation and understanding of data * Behaviour management to ensure a disciplined and joyful culture * Commitment to safeguarding * Leadership in large group settings * Communicate with clarity * Ability to lead by example * Hold others to account * Support colleagues to bring out the best in them * Ability to prioritise and manage work load efficiently * Good judgement * Build effective relationships with families | * Understanding of what makes a Dixons academy different and successful * Strong line management / coaching of teachers * Simplify complex issues and develop innovative solutions | * Application * Interview * References |
| Character | * Strong moral purpose and drive for improvement * Mission-aligned * Humble and kind * Motivated, enthusiastic and flexible * Excellent interpersonal skills; presence * Good sense of humour * Desire to develop yourself * Ability to give, receive and act on feedback * Strong attention to detail and clarity * Ability to work under pressure * Commitment to the full life of the academy | * Willingness to offer extra-curricular provision | * Application * Interview * References |