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
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| 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
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| 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
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| 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
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