

**Person Specification**

**Assistant Principal**

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| Qualifications & Experience | Essential | Desirable |
| * Qualified teacher status in the UK. | ✓ |  |
| * Successful teaching experience within the secondary sector. | ✓ |  |
| * Experience of working in more than one school. |  | ✓ |
| * Evidence of leadership experience within a secondary school. | ✓ |  |
| * Evidence of recent and appropriate professional development. | ✓ |  |
| * Experience of working in a wider context than an individual school. |  | ✓ |
| Leadership & Management | Essential | Desirable |
| * An enthusiastic leader, with the ability to inspire, challenge, motivate and empower teams and individuals to achieve high goals. | ✓ |  |
| * Ability to provide clear direction and shared purpose for staff and students. | ✓ |  |
| * Ability to inspire trust and confidence across the school and the community. | ✓ |  |
| * Understanding of the requirements and expectations of the Ofsted framework. | ✓ |  |
| * Ability to develop and sustain good relationships with staff, parents and governors. | ✓ |  |
| Teaching & Learning | Essential | Desirable |
| * A leader of learning who demonstrates, promotes and encourages outstanding classroom practice. | ✓ |  |
| * Proven experience in leading Teaching and Learning for improvement. | ✓ |  |
| * Comprehensive knowledge of the curriculum. | ✓ |  |
| * Clear understanding and knowledge of what constitutes outstanding classroom practice and learning. | ✓ |  |
| Monitoring & Evaluation | Essential | Desirable |
| * Understanding of methods of monitoring and evaluating school performance data, including interpretation and analysis. | ✓ |  |
| * Ability to convey the meaning of data accurately to a variety of audiences. | ✓ |  |
| * Successful experience of strategies to raise student achievement. | ✓ |  |
| Personal | Essential | Desirable |
| * High expectations of self and others. | ✓ |  |
| * The ability to work to tight deadlines and under pressure. | ✓ |  |
| * An ability to use the full range of leadership skills and qualities, appropriate to the situation. | ✓ |  |
| * An enthusiastic and motivational leader with strong morale building skills. | ✓ |  |
| * Resilience and determination coupled with the ability to support and show empathy. | ✓ |  |
| * The highest levels of integrity and reliability. | ✓ |  |
| * Self-motivated and able to take the initiative. | ✓ |  |
| * Approachability. | ✓ |  |