

**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.
 | ✓ |  |