

Vice Principal - Person Specification

Competency	Description	Essential	Desirable
Education	Qualified teacher status and evidence of completion of induction	✓	
	Good honours degree	✓	
	Evidence of continuing professional development relevant to the post	✓	
	A higher degree or management qualification		✓
	Professional development in preparation for leadership role		✓
Knowledge, skills and expertise	Experience in developing curriculum models	✓	
	Proven record of successful leadership and management at senior level	✓	
	Highly effective communication skills, both oral and written	✓	
	Knowledge and understanding of educational development	✓	
	Exemplary teaching skills	✓	
	A proven track record of raising achievement & securing high achievement of students	✓	
	Experience of working with school governors		✓
	Clear understanding and effective use of self-evaluation process	✓	
	Strong ability to analyse, interpret and explain relevant data and evidence	✓	
	Well-developed coaching and mentoring skills	✓	
	Experience of using IT effectively and innovatively to improve the quality of learning		✓
	Commitment to Inclusive Education	✓	
	Commitment to team working	✓	
	An understanding of what constitutes high quality CPD provision for all colleagues	✓	
	Data analysis skills, and the ability to use data to set targets and identify		
Leadership Skills	Commitment to system leadership and working beyond the school	✓	
	Be an inspiring role model for pupils and staff	✓	
	Ability to delegate effectively and productively	✓	
	Ability to keep calm under pressure and meet deadlines	✓	
	Build, support and challenge high performing teams	✓	
	Ability to build effective working relationships	✓	

Personal Qualities	A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓	
	Commitment to maintaining confidentiality at all times	✓	
	Commitment to safeguarding and equality	✓	
	Ability to manage time effectively	✓	
	Ability to delegate and lead as part of a team	✓	
Attributes	Positive approach to school self-evaluation and an insistence on high standards	✓	
	Committed to the Trust's aims	✓	
	Committed to Equality and Diversity	✓	
	Committed to own continuing professional development	✓	