

Person Specification

Associate Assistant Vice Principal



	Essential	Desirable
Qualifications, and Training	<ul style="list-style-type: none"> • Graduate (with a good honours degree). • Qualified Teacher Status. • An outstanding teacher. • Commitment to continued professional and personal development. 	<ul style="list-style-type: none"> • Evidence of leadership professional development programme.
Experience, Knowledge and Understanding	<ul style="list-style-type: none"> • Ability to teach Science across the Key Stages (3-5). • Knowledge of the curriculum reform • Evidence of wide reading and a genuine interest in research in pedagogy and leadership. • Experience of leading a curriculum area/project or whole school area of responsibility which impacted positively on student progress. • Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance. • Experience of managing and implementing change successfully at department or whole school level. • Commitment to extra-curricular learning activities. • An awareness of good practice in identifying individual needs and providing appropriate curriculum provision and intervention. • Confidence to coach and develop a range of teaching strategies and approaches. • Ability to exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders. 	<ul style="list-style-type: none"> • Evidence of effective experience in supporting other school leaders and/or teachers at middle or senior level. • Experience of exam board marking and moderation.
Skills and Abilities	<ul style="list-style-type: none"> • Well-developed ICT skills and knowledge and experience of how technologies can be used to transform learning and raise achievement. • Ability to coach, mentor, support and challenge others to develop as inspiring professionals. • Ability to monitor, evaluate and review provision and performance data that can be used to improve the quality of teaching, learning, assessment and outcomes. • Ability to inspire young people by providing, through the curriculum, a relevance and context to the wider world / innovative and engaging learning experiences which challenge and motivate students. • Proven ability to identify and implement strategies to raise standards of teaching and 	

Person Specification

Associate Assistant Vice Principal



	<p>learning and student outcomes through line management.</p> <ul style="list-style-type: none"> • Ability to lead and manage own work effectively and take responsibility for own professional development. • Ability to enhance performance by motivating and developing staff, helping them to acquire the skills to prepare for more senior roles. • Skilled in budget management and deployment of resources. • A student-centred professional. 	
Personal Qualities and Attributes	<ul style="list-style-type: none"> • Successful working relationships with colleagues/other stakeholders. • Innovative, able to contribute new ideas and help establish them. • Energy and flexibility. • A professional approach borne out of confidence and effectiveness in role. • Role model of best practice. • Maintain a positive attitude and keep calm under pressure. • Communicate effectively and concisely both in verbal and written form to a variety of audiences. • A high degree of personal and professional integrity, confidence and loyalty. • Emotional and social resilience and intelligence in the face of challenge. • Enthusiasm for and commitment to the achievement of the vision for success at all levels. 	
Commitment To	<ul style="list-style-type: none"> • Raising standards of student achievement. • Community liaison including parental involvement. • Establishing links with HE and industry/business. • Diversity and equality of opportunity in all working practices. • Enhancing the SMSC awareness of young people and modelling British Values. 	<ul style="list-style-type: none"> • Further career development.
Attendance	<ul style="list-style-type: none"> • A good attendance record in current employment, (not including absences due to disability). 	
Written Application	<ul style="list-style-type: none"> • A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role and for the Academy within the Maltby Learning Trust. 	