Person Specification Assistant Principal Strategic Leadership Team



Attribute	Essential	Desirable
Qualifications & Training	 Honours Degree and / or post graduate qualification e.g. Masters/PHD. Qualified Teacher Status. National SENCO Award Evidence and a track record of ongoing and sustained continuing and relevant professional development. 	1. The National College accredited or non- accredited course/ qualification or Specialist Schools and Academies Trust leadership course Course Cother national accredited relevant qualification 1. The National accredited accredited qualification
Experience	 Successful experience of strategic visionary leadership and management of transformational change, within the context of a school in challenging circumstances. Evidence of successful innovation. Proven ability to motivate and develop staff Understanding and personal evidence of excellent teaching and learning practice. Evidence of successfully raising and sustaining student attainment and achievement. Evidence of the use of successful national and school improvement strategies. Evidence of excellent behaviour management skills across a whole school setting. Experience of working with Governors. Evidence of analysing and using a range of data to develop school improvement strategies. Evidence of successfully impacting on staff performance outcomes. Evidence of building and managing excellent projects. Evidence of partnerships working to enhance student and staff outcomes. Evidence of contributing to the wider educational scene. Experience of budget management. Proven ability to succeed within a culture of strong and rigorous accountability 	1. Experience of leading external projects in a wider educational context. 2. Experience of bidding for external funding streams 3. Commercial development of projects 4. Evidence of public speaking outside of school context. 5. Working with a sponsor in an Academy or Trust setting.
Knowledge, Skills and Abilities	Strategic understanding of the current national and international future educational scene. Shared vision with sponsor.	Evidence of strategic leadership

3. Knowledge and practical application of leadership and management theory and educational philosophy. 4. Commitment to the Every Child Matters outcomes. 5. Extensive understanding of the Ofsted framework and workings of the SEF. 6. High order ICT skills: ability to use a range of software packages to produce varied high quality reports and presentations. 7. An ability to understand political contexts and apply sensitivities to develop practical and clear solutions to solve problems. 8. Ability to turn theory in to practice. 9. An understanding of the Academies agenda. 10. Ability to work co-operatively with others persuading, negotiating and influencing in a variety of circumstances. 11. Ability to think and work creatively and flexibly whilst working with close attention to detail and under pressure to meet deadlines 12. High expectation of oneself and others 13. Ability to successfully tackle and manage staff performance. 14. Ability to support staff and student wellbeing and create a healthy and positive work climate by recognising, acknowledging and managing staff workloads and patterns. 15. Ability to accept and give constructive criticism 16. Ability to inspire confidence, engender trust and gain consensus with colleagues and wider community 17. Excellent written, presentational and interpersonal skills. 18. Sensitivity to cross cultural issues 19. Collaborative approach to decision making 20. Personal integrity, commitment to fairness and equity 21. Ability to take, implement and follow through unpopular decisions 22. Working knowledge and commitment to the principles of inclusion and equal opportunities 23. Risk taker 24. Sense of humour General			1	
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