

**Person Specification  
Assistant Principal  
Strategic Leadership Team**

<b>Attribute</b>	<b>Essential</b>	<b>Desirable</b>
Qualifications & Training	<ol style="list-style-type: none"> <li>1. Honours Degree and / or post graduate qualification e.g. Masters/PHD.</li> <li>2. Qualified Teacher Status.</li> <li>3. Evidence and a track record of ongoing and sustained continuing and relevant professional development.</li> </ol>	<ol style="list-style-type: none"> <li>1. The National College accredited or non-accredited course/ qualification or Specialist Schools and Academies Trust leadership course</li> <li>2. Other national accredited relevant qualification</li> </ol>
Experience	<ol style="list-style-type: none"> <li>1. Successful experience of strategic visionary leadership and management of transformational change, within the context of a school in challenging circumstances.</li> <li>2. Evidence of successful innovation.</li> <li>3. Proven ability to motivate and develop staff</li> <li>4. Understanding and personal evidence of excellent teaching and learning practice.</li> <li>5. Evidence of successfully raising and sustaining student attainment and achievement.</li> <li>6. Evidence of the use of successful national and school improvement strategies.</li> <li>7. Evidence of excellent behaviour management skills across a whole school setting.</li> <li>8. Experience of working with Governors.</li> <li>9. Evidence of analysing and using a range of data to develop school improvement strategies.</li> <li>10. Evidence of successfully impacting on staff performance outcomes.</li> <li>11. Evidence of building and managing excellent projects.</li> <li>12. Evidence of partnerships working to enhance student and staff outcomes.</li> <li>13. Evidence of contributing to the wider educational scene.</li> <li>14. Experience of budget management.</li> <li>15. Proven ability to succeed within a culture of strong and rigorous accountability</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience of leading external projects in a wider educational context.</li> <li>2. Experience of bidding for external funding streams</li> <li>3. Commercial development of projects</li> <li>4. Evidence of public speaking outside of school context.</li> <li>5. Working with a sponsor in an Academy or Trust setting.</li> </ol>
Knowledge, Skills and Abilities	<ol style="list-style-type: none"> <li>1. Strategic understanding of the current national and international future educational scene, including T Levels and vocational/technical qualification reforms</li> </ol>	<ol style="list-style-type: none"> <li>1. Evidence of strategic leadership</li> </ol>

	<ol style="list-style-type: none"> <li>2. Shared vision with sponsor.</li> <li>3. Knowledge and practical application of leadership and management theory and educational philosophy.</li> <li>4. Commitment to the Every Child Matters outcomes.</li> <li>5. Extensive understanding of the Ofsted framework and workings of the SEF.</li> <li>6. High order ICT skills: ability to use a range of software packages to produce varied high quality reports and presentations.</li> <li>7. An ability to understand political contexts and apply sensitivities to develop practical and clear solutions to solve problems.</li> <li>8. Ability to turn theory in to practice.</li> <li>9. An understanding of the Academies agenda.</li> <li>10. Ability to work co-operatively with others persuading, negotiating and influencing in a variety of circumstances.</li> <li>11. Ability to think and work creatively and flexibly whilst working with close attention to detail and under pressure to meet deadlines</li> <li>12. High expectation of oneself and others</li> <li>13. Ability to successfully tackle and manage staff performance.</li> <li>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.</li> <li>15. Ability to accept and give constructive criticism</li> <li>16. Ability to inspire confidence, engender trust and gain consensus with colleagues and wider community</li> <li>17. Excellent written, presentational and interpersonal skills.</li> <li>18. Sensitivity to cross cultural issues</li> <li>19. Collaborative approach to decision making</li> <li>20. Personal integrity, commitment to fairness and equity</li> <li>21. Ability to take, implement and follow through unpopular decisions</li> <li>22. Working knowledge and commitment to the principles of inclusion and equal opportunities</li> <li>23. Risk taker</li> <li>24. Sense of humour</li> </ol>	<ol style="list-style-type: none"> <li>2. Commitment to Community learning</li> </ol>
General	<ol style="list-style-type: none"> <li>1. Willing to work negotiated flexible hours as appropriate</li> <li>2. Commitment to the wider aims and objectives of the Academy and the MAT</li> </ol>	