

Baylis Court Trust – Person Specification

Position: Assistant Principal

Competency	Description	Measured by: A – Application I - Interview	Essential or Desirable
Education and qualifications	First or second-class honours degree	A	E
	Qualified Teacher Status	A	E
	Evidence of appropriate professional development	A, I	E
	Evidence of further study	A, I	D
Experience	Leadership experience in secondary education	A	E
	Teaching experience in an 11-18 school	A	D
	A proven track record in raising achievement within his/her own teaching	A,I	E
	Experience of raising achievement through intervention with groups	A, I	E
	Proven understanding of current curriculum and learning developments	A, I	E
	Good/outstanding classroom practitioner	I	E
	Experience of leading elements of behaviour and attitudes / the DSL role or pastoral leadership experience	A	D
Knowledge and understanding	An understanding of effective strategies to lead change and innovation	I	E
	An ability to analyse academic data including tracking progress and monitoring performance, drawing robust conclusions from it	I	E
	Familiarity with current national initiatives and developments in educational leadership	I	E
	The ability to empower and develop staff and pupils through support and challenge	A,I	D
Skills and attributes	The ability to provide inspirational leadership with a 'can-do' attitude. To generate high expectations, innovation and commitment.	I	E
	Values diversity and the unique contribution every individual makes	A,I	E
	Highest professional standards and expectations	A,I	E
	Ability to employ a range of leadership and management styles appropriately, to motivate others	A,I	D
	The ability to think analytically and strategically	I	E
	Excellent oral and written communication skills	A,I	E
	The ability to empower and develop staff and students through support and challenge	A,I	E
	Emotional Intelligence and strong interpersonal skills	I	E
	Capacity for hard work and highly effective time management	I	E
	Team player	I	E
	Committed to the belief that every child can succeed	I	E
	Strong negotiating and influencing skills	I	D
	Creative problem solver	I	E
	Ambition to progress to Headship	A	D
	Ability to manage work-life balance and own well-being	I	E