

Person Specification

ASSISTANT PRINCIPAL DIRECTOR OF TEACHING AND LEARNING ~ Science

Specification	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ Graduate with Qualified Teacher Status. ▪ Substantial portfolio of Leadership and Management training completed through the NCTL or similar provider(s). ▪ Proven track record of continuing professional development. 	<ul style="list-style-type: none"> ▪ NPQSL/NPQML – on-going or willingness to commit as necessary.
Professional experience	<ul style="list-style-type: none"> ▪ Middle Leadership/management experience in secondary education. ▪ Proven experience of the management of change. ▪ Knowledge and understanding of curriculum matters at Key Stage Three, Four and Post 16. ▪ Experience of leading curriculum developments. ▪ Knowledge and understanding of current educational issues, including the use of ICT for learning and administration. ▪ Professional proficiency and experience in the use of ICT for administration and data management. 	
Leadership and management skills and attributes	<ul style="list-style-type: none"> ▪ Ability to deploy a range of leadership styles, appropriate to different situations. ▪ Proven ability to work closely and in partnership with the Principal. ▪ Proven ability to identify and act on poor teaching and promote excellent teaching and learning. ▪ Experience and skills in strategies to promote positive behaviour management and social inclusion. ▪ Strong communication skills with students, parents and staff. 	<ul style="list-style-type: none"> ▪ Ability to work closely with Governors - experience of working with Governors. ▪ Active experience of self-evaluation and monitoring procedures and Ofsted criteria.

Specification	Essential	Desirable
Leadership and management skills and attributes (continued)	<ul style="list-style-type: none"> ▪ Ability to demonstrate organisational and management skills appropriate to a senior role. ▪ Ability and willingness to comply with College policies on equal opportunities and the duty to promote race relations. ▪ High standards and expectations ▪ Evidence of creative and innovative capabilities. ▪ Experience of working within and leading teams – a team player. 	
Teaching	<ul style="list-style-type: none"> ▪ Evidence of high levels of teaching in a number of secondary schools across Key Stages Three, Four and Post 16. ▪ Knowledge and understanding of teaching and learning styles. ▪ Professional proficiency and experience in the use of ICT with students for learning. 	<ul style="list-style-type: none"> ▪ Experience of leading staff training activities.
Personal qualities	<ul style="list-style-type: none"> ▪ Commitment to a broad and balanced education for all students. ▪ Clear vision, ability to think creatively, plan, monitor, evaluate and review. ▪ Willingness to tackle tasks flexibility for the better performance of the service. ▪ Willingness to contribute to the wider life of the College and Trust. ▪ Talent for promoting positive relationships with all members of the College and its wider community. ▪ Ability to work under pressure. ▪ Ability to lead and motivate others. ▪ Sensitive and effective manager. ▪ Willingness to contribute to supervision duties out of lessons – at break time, lunch time, etc. ▪ Ability to inspire confidence in students, colleagues and parents. ▪ Good record of attendance and punctuality. ▪ Professional standard of personal presentation and dress. 	<ul style="list-style-type: none"> ▪ Good sense of humour. ▪ Ambitious, potential for further promotion. ▪ Interests and experiences outside teaching – ability to sustain an equitable work/life balance.