

Thames Learning Trust – Person Specification

Position: Assistant Principal

Competency	Description	Essential	Desirable
Education and qualifications	First or Second-Class Honours Degree	✓	
	Qualified Teacher Status	✓	
	Hold the National Award for SENCo	✓	
	Hold the appropriate Level 7 qualification to enable you to carry assessments for exam access arrangements.		✓
	Evidence of appropriate professional development	✓	
	Evidence of further study		✓
Knowledge and understanding	Familiarity with current national initiatives and developments in educational leadership, particularly the SEND and disadvantaged	✓	
	Awareness of research on teaching and learning	✓	
	Understand academic data including tracking progress and monitoring performance	✓	
	Familiarity with current national initiatives and developments around Safeguarding priorities.	✓	
Experience	A proven track record in raising achievement within his/her own teaching	✓	
	Experience of raising achievement through intervention in teaching processes	✓	
	Experience of leading and motivating a successful team	✓	
	Experience of raising achievement through school or professional networks		✓
	Experience of working with more than one school, e.g. this could include delivered Inset in other schools or secondments		✓
Skills and attributes	Highly skilled classroom practitioner, teaching “good” or “outstanding” lessons	✓	
	Excellent oral and written communication skills	✓	
	Emotional Intelligence	✓	
	Strong interpersonal skills with the ability to lead, challenge and support others	✓	
	Capacity for hard work and highly effective time management	✓	
	The ability to think analytically and strategically	✓	
	Persuasiveness	✓	
	Effective prioritising	✓	
	Creative problem solver	✓	
	Ambition to progress to Headship		✓
	Experience of previous leadership roles e.g. curriculum, timetabling, pastoral, SEND		✓
	Ability to manage work-life balance and own well-being	✓	