



COWLEY
INTERNATIONAL COLLEGE

ACHIEVING THE HIGHEST STANDARDS TOGETHER

Person Specification

Assistant Principal

		Essential	Desirable	Where Measured
Knowledge and special aptitudes	Ability to drive forward the agenda of high standards across the college	✓		A/I/R
	Overcoming barriers to learning	✓		
	Knowledge of Ofsted framework, national educational initiatives, trends and curriculum developments	✓		
	Excellent strategies for discipline	✓		
	Ability to think strategically	✓		
	Very good literacy skills	✓		
Experience	At least 5 years teaching experience (secondary)	✓		A/I
	Experience and expertise in teaching and leading a subject or pastoral area	✓		
	Consistently good or better teaching ability (new Ofsted Framework)	✓		
	Contributing to the effective raising of standards	✓		
	Effective management and leadership of whole college developments	✓		
	Demonstrable evidence of raising the standards of learning and teaching	✓		
	Effective management of change	✓		
	Use of technology to improve systems that raise student achievement	✓		
	Effective line management of other staff	✓		
	Confidence of taking full responsibility for an emerging situation	✓		
Qualifications	QTS (Secondary age range)	✓		A
	Honours Degree	✓		
	Further professional qualification e.g. Leadership Pathways		✓	



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Personal qualities, skills and characteristics	Build and maintain effective relationships through effective interpersonal skills	✓		A/I/R
	Excellent communication skills	✓		
	Inspire, challenge, motivate and empower others	✓		
	Think creatively to anticipate and solve problems	✓		
	Develop effective teamwork and be able to contribute effectively to a range of teams	✓		
	Think strategically and contribute to creating a coherent college vision	✓		
	Manage and resolve conflict	✓		
	Reliability and integrity	✓		
	Resilience and tenacity	✓		
Other Circumstances	Be solution not problem focussed.	✓		A/I/R
	Team player	✓		
	Display an awareness, understanding and commitment to the protection and safeguarding of children and young people	✓		
	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	✓		
	Outstanding references	✓		
	A commitment to the wider life of the school and its community development.	✓		

A: Application Form

I: Interview

R: References