



*Believe, Succeed, Together*

## Person Specification - Assistant Principal

	Essential	Desirable	Form of Assessment
<b>Qualifications:</b>			
QTS.	✓		Application Form
Good honours degree – minimum 2:2	✓		Application Form
Appropriate CPD qualification e.g. NPQ (Senior Leadership)		✓	Application Form
<b>Experience:</b>			
Minimum experience of 3 years in a middle leadership post(s).	✓		Application Form
Pastoral middle leadership experience.		✓	Application Form; Interview; Reference
Experience of teaching across Key Stage 3 and Key Stage 4.	✓		Application Form
Line management experience.	✓		Application Form; Interview; Reference
Experience of contributing or leading staff development.	✓	✓	Application Form; Interview; Reference
Experience of contributing or leading pupil wellbeing, development and enrichment.		✓	Application Form; Interview; Reference
Experience of contributing or leading Initial Teacher Training (ITT).		✓	Application Form; Interview; Reference
<b>Personal and Professional Skills and Attributes:</b>			
Ability to teach 'outstanding' lessons.	✓		Interview; Reference
Ability to synthesise and analyse data and draw up detailed action plans.	✓		Application Form; Interview; Reference
Ability to demonstrate exceptional decision-making.	✓		Application Form; Interview; Reference
Ability to demonstrate exceptional judgement.	✓		Application Form; Interview; Reference
Ability to demonstrate adherence to the seven principles of public life.	✓		Application Form; Interview; Reference
Ability to demonstrate adherence to the implied duty of trust and confidence.	✓		Application Form; Interview; Reference
Ability to lead, motivate and inspire staff.	✓		Application Form; Interview; Reference
Ability to delegate and monitor effectively.	✓		Application Form; Interview; Reference
A completer/finisher.	✓		Application Form; Interview; Reference

Ability to communicate effectively to a range of audiences, both orally and in writing.	✓		Application Form; Interview; Reference
Ability to be an effective listener.	✓		Application Form; Interview; Reference
Ability to deal sensitively with staff and resolve conflicts.	✓		Application Form; Interview; Reference
Ability to adapt to changing circumstances and ideas.	✓		Application Form; Interview; Reference
Committed to staff wellbeing.	✓		Application Form; Interview; Reference