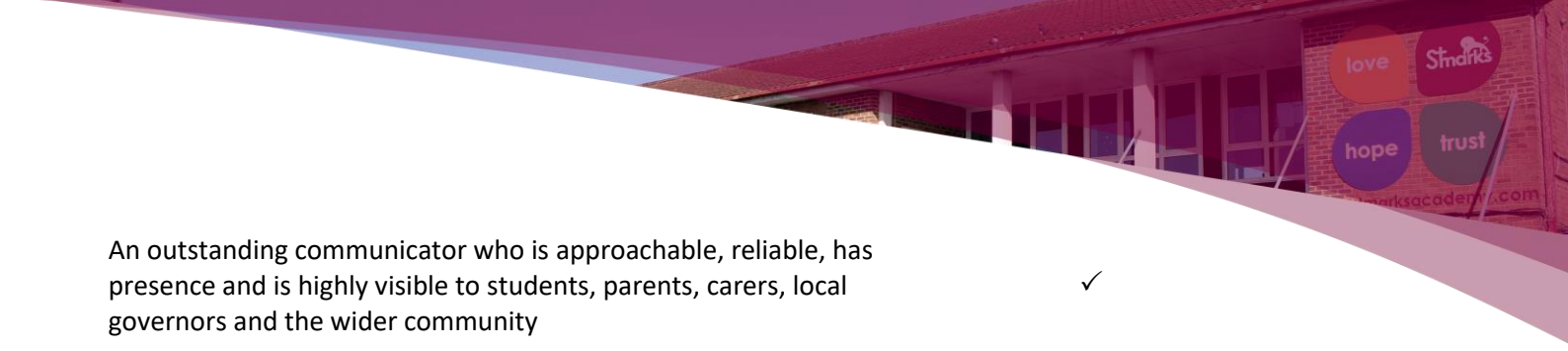
Person Specification

Assistant Vice Principal – Aspirations and Attitudes to Learning

Qualifications and training	Essential	Desirable
First Degree	✓	
First class degree		✓
Recognised Qualified Teacher Status	✓	
Recent and relevant professional development	✓	
NPQSL/ NPQML		✓
Higher degree relevant to senior leadership		✓

Experience/ employment record	Essential	Desirable
Successful track record of leadership at HOD or Assistant Head level in state funded secondary education in the UK	✓	
Successful track record of leadership at Assistant Headteacher level in state funded education in the UK		✓
Recently worked in a good or outstanding school and understands and can demonstrate what excellence looks like within educational leadership and management	✓	
Experience of having worked as a Designated Safeguarding Lead		✓
Evidence of successful financial and resource management		✓

Personal Qualities	Essential	Desirable
The ability to converse at ease with members of the public and provide advice and information in accurate spoken English.	✓	
Integrity and sound judgement	✓	
Sympathetic to the moral purpose and vision of Anthem	✓	



An outstanding communicator who is approachable, reliable, has presence and is highly visible to students, parents, carers, local governors and the wider community	✓
An outstanding classroom practitioner	✓
Capacity for and commitment to own personal development	✓
Supportive, energetic, driven and confident	✓
Inclusive and collaborative	✓
Ability to mentor, inspire, coach, influence and motivate others	✓
An effective decision maker	✓

Leadership and management (curriculum, teaching and learning)	Essential	Desirable
Thorough knowledge of the National Curriculum and extensive experience of curriculum delivery, monitoring and assessment	✓	
Ability to analyse and understand complex curriculum issues and respond creatively and effectively	✓	
Thorough knowledge and understanding of current issues in education	✓	
Experience of methods of mapping school progress and school improvement strategies	✓	
Vision for the development of CPD and teaching and learning strategies		✓

Leadership and Management (Staff)	Essential	Desirable
Ability to inspire others and provide strong leadership to teachers and support staff	✓	

Ability to delegate appropriately	✓
Proven experience of developing, empowering and supporting staff	✓
Thorough understanding of management structures and systems	✓
Commitment to Equal Opportunities	✓
Commitment to an open, collaborative and fair culture	✓

Managing resources	Essential	Desirable
The ability to analyse complex issues relating to finance and resources		✓
Capable of strategic financial planning, capital projects and budget management		✓

The community and other stakeholders	Essential	Desirable
Thorough understanding of the role of Anthem and the Local Governing Body		✓
A track record of working effectively with a Local Governing Body to ensure appropriate monitoring and accountability of all aspects of school activity with a committed drive to working from the School Development Plan.		✓
Effective communication with staff, students, parents, carers and local governors	✓	
Ability to establish effective links with the community	✓	
Ability to develop partnerships and shared responsibilities	✓	
Experience of having worked with other primary and secondary schools		✓