

Person Specification

Associate Principal - Curriculum & Assessment

Biggleswade Academy

Qualifications and Experience	Essential	Desirable
• A graduate with Qualified Teacher Status	✓	
• Working towards a higher qualification in education and / or management		✓
• At least 3 years successful primary (and KS3) school experience of middle (senior) leadership	✓	(✓)
• Continued commitment to own professional development.	✓	
• Proven track record of improving educational standards	✓	
• Experience of leading people and initiatives		✓
• Experience of more than one school/academy		✓
Professional Knowledge and Understanding	Essential	Desirable
• Excellent classroom practitioner	✓	
• Experience of leading curriculum change and innovation in an educational context.	✓	
• Experience in developing and implementing rigorous assessment systems and practices	✓	

• Evidence of keeping up to date with educational thinking and knowledge and relevant current legislation.	✓	
• Knowledge and understanding of the principles and practice of school self-evaluation.	✓	
• Effective and sensitive communication to a range of audiences.	✓	
• Secure knowledge of the latest OFSTED framework.	✓	
• Strategic planning processes, tools and techniques		✓
Abilities and Skills	Essential	Desirable
• Ability to inspire and motivate pupils and staff.	✓	
• Ability to create a culture and ethos of challenge and support where all pupils can achieve success and become engaged in their own learning.	✓	
• Ability to engage stakeholders in rigorous self-evaluation for school improvement.	✓	
• Ability to produce, analyse and use data to inform improvement strategies to ensure improved outcomes for students; holding staff to account where necessary.	✓	
• An understanding of the potential use of new and emerging technologies to enhance learning and as a management tool.	✓	
• Use research to support and challenge practice	✓	
• Build a vision and communicate clear purpose and sense of direction		✓

Personal	Essential	Desirable
<ul style="list-style-type: none"> • Self-awareness, perceptiveness and being empathetic to the needs of all stakeholders. 	✓	
<ul style="list-style-type: none"> • The ability to act with integrity. 	✓	
<ul style="list-style-type: none"> • Flexibility in adapting to changing situations. 	✓	
<ul style="list-style-type: none"> • Demonstrates a positive outlook in the face of challenges. 	✓	
<ul style="list-style-type: none"> • A commitment to continued learning for all members of the community. 	✓	
<ul style="list-style-type: none"> • The ability to prioritise, plan and organise self and others. 	✓	
<ul style="list-style-type: none"> • The ability to think creatively to anticipate and solve problems. 	✓	
<ul style="list-style-type: none"> • Excellent written and oral communication skills for a variety of audiences. 	✓	
<ul style="list-style-type: none"> • Energy, stamina and resilience. 	✓	
<ul style="list-style-type: none"> • An ability to foster an open, equitable culture and manage conflict. 	✓	