

## Person Specification

### Post: Vice Principal

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>Relevant PD e.g. NPQSL</li> <li>Post-graduate study</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Values driven</li> <li>Strong teaching ability backed up by good and outstanding outcomes</li> <li>Significant impact as a middle leader</li> <li>High quality culture, curriculum or assessment development</li> <li>Whole-school leadership</li> <li>High-leverage coaching</li> <li>Positive and supportive presence in the daily operations of a school</li> </ul>	<ul style="list-style-type: none"> <li>Working in an inner-city area of high deprivation</li> <li>Working in a high-performing school</li> <li>Leading culture as part of a team</li> <li>Engaging positively with different stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>High expectations which motivate and challenge students and staff</li> <li>Excellent subject, curriculum, pedagogical and assessment knowledge</li> <li>Accurate analysis, interpretation and understanding of data</li> <li>Behaviour management to ensure a disciplined and joyful culture</li> <li>Leadership in large group settings</li> <li>Communicate with clarity and ensure consistency</li> <li>Simplify complex issues and develop innovative solutions</li> <li>Hold others to account for high standards</li> <li>Delegate tasks and monitor practices</li> <li>Sensitively resolve conflict</li> <li>Build effective relationships with families</li> <li>Commitment to safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of what makes a Dixons academy different and successful</li> <li>Strong line-management / coaching of middle leaders</li> <li>Strong strategic thinking skills</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>Strong moral purpose and drive for improvement</li> <li>Mission-aligned</li> <li>Humble and kind</li> <li>Motivated, enthusiastic and flexible</li> <li>Excellent interpersonal skills</li> <li>Good sense of humour</li> <li>Desire to develop yourself</li> <li>Ability to give, receive and act on feedback</li> <li>Strong attention to detail</li> <li>Ability to work under pressure</li> <li>Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>

