

**Vice Principal: Director of Alpha Teaching School Hub**

**PERSON SPECIFICATION**

**(*The person specification should be read in conjunction with the job description)***

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|  | **Personal Qualities** | **Essential** | **Desirable** |
| 1 | Intellectual capacity and mental resilience to manage a large and diverse workload. | ✓ |  |
| 2 | An enthusiasm for the job and an ability to motivate others. | ✓ |  |
| 3 | An ability to be both a team leader and a team player. | ✓ |  |
| 4 | Commitment, energy, creativity and imagination. A capacity for hard work. | ✓ |  |
| 5 | A positive approach and attitude to change. | ✓ |  |
| 6 | An ability to listen to the ideas of others and use them when appropriate. | ✓ |  |
| 7 | A well-developed sense of humour. | ✓ |  |
| 8 | A leader in demanding high standards of student behaviour and an excellent learning ethos. | ✓ |  |
| 9 | Personal drive and ambition for self and others. | ✓ |  |
| 10 | Prepared to travel. | ✓ |  |
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|  | **Experience and Personal Development** |  |  |
| 11 | An outstanding classroom practitioner. | ✓ |  |
| 12 | Evidence of high level leadership skills and emotionally intelligent management to get the best out of people. | ✓ |  |
| 13 | Leadership of a Teaching School or Curriculum Hub |  | ✓ |
| 14 | Evidence of having raised standards and innovated successfully in a school. | ✓ |  |
| 15 | Evidence of having led school improvement in another school. |  | ✓ |
| 16 | Evidence of commitment to personal professional development. | ✓ |  |
| 17 | Experience of monitoring and evaluating. | ✓ |  |
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|  | **Knowledge, Understanding and Skills** |  |  |
| 18 | Excellent understanding of the key elements of outstanding teaching. | ✓ |  |
| 19 | Excellent communication skills (oral and written), including presentations and to smaller meetings. | ✓ |  |
| 20 | An ability to analyse and interpret data. | ✓ |  |
| 21 | Strong organisational, administrative and time management skills. | ✓ |  |
| 22 | An excellent understanding of current curriculum developments and their implications. | ✓ |  |
| 23 | An understanding of the role of research evidence in contributing to school improvement. | ✓ |  |
| 24 | An understanding of how to coach teachers to be more effective. | ✓ |  |
| 25 | An understanding of the importance of networking and relationship building. | ✓ |  |
| 26 | An ability to manage a budget effectively. | ✓ |  |

**February 2021**