

PERSON SPECIFICATION



Vice Principal

| ATTRIBUTES | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
|----------------------------|---|---|---|
| Qualifications | <p>Graduate Level Education</p> <p>Degree (or equivalent)</p> <p>Qualified Teacher Status</p> | <p>Higher Degree</p> <p>Further studies/qualifications within educational leadership</p> | <p>Application Form</p> |
| Experience | <p>Recent successful teaching experience in a relevant context</p> <p>Successful middle leadership/management experience</p> <p>Significant CPD in areas defined within the job description</p> <p>Successful leadership experience with a measurable positive impact in areas covered by the job description</p> <p>Up to date knowledge of national and local policy, and the educational landscape</p> | <p>Recent, relevant professional development (particularly in leadership/management)</p> <p>Experience of contributing to whole school self-evaluation</p> <p>Experience of supporting schools beyond base school as a senior leader</p> <p>Experience of, or understanding of, strategic leadership/management including human, financial and material resource planning</p> | <p>Application Form</p> <p>References</p> <p>Interview</p> <p>Task/Presentation</p> |
| Personal Attributes | <p>Outstanding communicator</p> <p>Outstanding leader and team player</p> <p>Strong empathy for working with ALL students</p> <p>Outstanding interpersonal skills</p> <p>Sense of humour</p> <p>Potential for deputy headship/headship</p> <p>Stamina and a capacity for hard work</p> <p>Ability to be reflective and self-critical</p> | <p>Lively personality</p> <p>Outside-classroom interests</p> | <p>Application Form</p> <p>References</p> <p>Interview</p> <p>Task/Presentation</p> |

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| | Ability to work with minimum supervision | | |
| Skills and Knowledge | <p>Strong commitment to inclusive practices</p> <p>Strong knowledge of pastoral accountabilities</p> <p>Excellent classroom practitioner</p> <p>ICT literate</p> <p>Demonstrate ability to work effectively in a wide range of partnerships to achieve school improvement</p> <p>Excellent management, motivational and communication skills</p> <p>Ability to understand and interpret data to support student level intervention and whole school improvement structures</p> <p>Outstanding organisational skills</p> <p>Confident in understanding, analysing and making effective use of a wide range of data including Raise Online</p> <p>Awareness of current national developments in education</p> <p>Ability to think and work creatively and flexibly, with the ability to pay close attention to detail whilst under pressure of deadlines</p> | <p>Knowledge of the RSA Family of Academies</p> <p>Knowledge of whole school self-evaluation</p> | <p>Application Form</p> <p>References</p> <p>Interview</p> <p>Task/Presentation</p> |

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| | <p>Ability to communicate a clear vision and empower others</p> <p>Confident in implementing quality assurance and providing constructive feedback</p> | | |
| <p>Disposition, Adjustment & Attitudes</p> | <p>A commitment to the values of the Central RSA Academies Trust</p> <p>Readiness to accept change</p> <p>Desire and ability to lead change</p> <p>Openness and willingness to learn</p> <p>Commitment to parental/community involvement</p> <p>Ability to relate to others at all levels</p> <p>Ability to manage time and priorities successfully</p> <p>A fundamental concern for the safety, security and well-being of all the students in the school</p> <p>Understand, uphold and put into practice the requirement to safeguard and promote the welfare of children in day to day dealings with them.</p> | | <p>Application Form</p> <p>References</p> <p>Interview</p> <p>Task/Presentation</p> |
| <p>Personal Circumstances</p> | <p>Circumstances should not preclude reasonable attendance at evening meetings and weekend and other in-service commitments.</p> | | <p>Application Form</p> <p>References</p> <p>Interview</p> <p>Task/Presentation</p> |

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| | <p>Willingness to work across all the area covered by current RSA Academies, including on short or long-term secondment if required</p> <p>Prepared to work long hours but with a well established work-life balance.</p> <p>Outstanding attendance and punctuality.</p> | | |
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Central RSA Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The post will be subject to enhanced DBS clearance.

March 2018