

Person Specification

Post: Senior Vice Principal

| Attributes | Essential | Desirable | How identified |
|-----------------------------|--|---|--|
| Qualifications | <ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree | <ul style="list-style-type: none"> • Relevant CPD e.g. NPQSL • Post-graduate study | <ul style="list-style-type: none"> • Application • Certification |
| Experience | <ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Minimum 2 years' senior leadership experience with significant impact • Leading culture as part of a senior team • Engaging positively with different stakeholders | <ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working in a high-performing school • Leading significant whole-school change successfully | <ul style="list-style-type: none"> • Application • Interview • References |
| Knowledge and skills | <ul style="list-style-type: none"> • High expectations which motivate and challenge students and staff • Create and over-communicate clarity • Strong analytical and strategic thinking skills; simplify complex issues • Thorough knowledge and understanding of curriculum and how students learn • Highly visible and sweat the small stuff • Ensure a culture and structure for managing behaviour which enables all students to achieve • Commitment to safeguarding • Leadership in large group settings • Powerful incremental coaching • Hold others to account for high standards • Develop staff to become better leaders • Sensitively resolve conflict • Build effective relationships with families • Strong self-awareness | <ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Leadership of improvement at whole-school level • Current educational policy • HR and operations | <ul style="list-style-type: none"> • Application • Interview • References |
| Character | <ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills; presence • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy | <ul style="list-style-type: none"> • Willingness to offer extra-curricular provision | <ul style="list-style-type: none"> • Application • Interview • References |