

## Person Specification

### Post: Primary Trust Assistant Principal

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant PD</li> <li>• Postgraduate study</li> <li>• NASENCo qualification</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 at primary backed up by good and outstanding outcomes</li> <li>• Significant impact as a primary middle leader</li> <li>• Impact as a mentor / coach</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>• Leadership or impact on high quality provision for SEND</li> <li>• Multi-agency work</li> <li>• Delivering nuanced training in a range of contexts, including to other schools</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge colleagues</li> <li>• Behaviour management to ensure a disciplined and joyful culture</li> <li>• Clear understanding of our trust's commitment to SEND</li> <li>• Show emotional intelligence and support colleagues to bring out the best in them</li> <li>• Form successful relationships with all stakeholders</li> <li>• Ability to lead by example</li> <li>• Ability to hold people to account</li> <li>• Ability to prioritise and manage workload</li> <li>• Excellent written and spoken communication</li> <li>• Microsoft Office, especially Outlook, Teams, Excel and Word</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>• Accurate analysis, interpretation and understanding of data</li> <li>• Excellent knowledge of SEND and inclusion</li> <li>• Strategic thinking</li> <li>• Expert knowledge of a field of educational research</li> <li>• Proven facilitation 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 our trust</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> <li>• Willingness to travel as necessary to complete tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>