

Person Specification

Post: 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 PD 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 • Significant impact as a middle leader • High quality culture, curriculum or assessment development • Whole-school leadership • High-leverage coaching • Positive and supportive presence in the daily operations of a school | <ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working in a high-performing school • Leading culture as part of a team • Engaging positively with different stakeholders | <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 • Excellent subject, curriculum, pedagogical and assessment knowledge • Accurate analysis, interpretation and understanding of data • Behaviour management to ensure a disciplined and joyful culture • Commitment to safeguarding • Leadership in large group settings • Communicate with clarity and ensure consistency • Simplify complex issues and develop innovative solutions • Hold others to account for high standards • Delegate tasks and monitor practices • Sensitively resolve conflict • Build effective relationships with families | <ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Strong line-management / coaching of middle leaders • Strong strategic thinking skills | <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 • Good sense of humour • Desire to develop yourself • Ability to 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 |

