



**PERSON SPECIFICATION
Vice Principal**

| Category | Essential | Desirable |
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| Qualifications | | |
| Bachelor's Degree | * | |
| Qualified Teacher Status | * | |
| Further relevant professional and/or academic study and evidence of CPD | * | |
| Accredited post graduate study (NPQH, ML, SL etc) | | * |
| Experience | | |
| Significant successful teaching experience and an excellent classroom practitioner | * | |
| Leadership and management experience with demonstrable impact | * | |
| Experience of working as a DSL or DDSL | * | |
| Experience of leading a whole academy initiative | | * |
| Involvement in leading CPD at a whole school level | | * |
| Experience of leading in challenging circumstances | | * |
| Experience of using performance management processes successfully to contribute to school improvement | | * |

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| Experience of working with governance | | |
| Knowledge & skills | | |
| Good understanding of the OFSTED framework and self-review | * | |
| In-depth of knowledge and understanding of current educational priorities | * | |
| Ability to articulate a sound educational philosophy consistent with the academy's aims | * | |
| Exceptional enthusiasm for learning | * | |
| Exceptional empathy and ability to connect with young people | * | |
| Strong belief in helping staff to become the very best they can be | * | |
| Broad educational understanding and political awareness | | * |
| Qualities & aptitude | | |
| Able to demonstrate optimistic personal behaviour and build positive relationships rooted in mutual respect | * | |
| Committed to valuing, supporting and encouraging the professional development of all staff | * | |
| Able to build and nurture a strong, positive and collaborative team culture that enables all staff to carry out their roles to the highest standard and for all staff to work together to deliver school improvement | * | |
| Committed to building and maintaining effective and positive relationships with parents, governors, and the wider school community | * | |

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| Able to foster an open, transparent and equitable culture and deal effectively with difficult conversations and conflict at every level | * | |
| Able to maintain confidentiality, acting in a professional manner at all times | * | |
| Able to demonstrate initiative and ability to prioritise one's own work | * | |
| Commitment to the highest standards of child protection | * | |

Authentic Education is committed to providing a safe, supportive and stimulating environment for all its pupils following Keeping Children Safe in Education Guidelines. This post is exempt from the Rehabilitation of Offenders Act 1974.