

## Person Specification

### Post: Senior Vice Principal

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant CPD</li> <li>• NPQSL</li> <li>• Management qualification, e.g. MBA</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>
<b>Teaching &amp; Learning Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by good and outstanding outcomes</li> <li>• Measurable impact as a Senior Leader</li> <li>• Minimum 2 years Senior Leadership Team experience</li> <li>• Positive and supportive presence in the daily operations of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of innovative practice and its impact on student outcomes</li> <li>• Previous experience in a high-performing school</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students and staff</li> <li>• Razor-sharp focus on data</li> <li>• Strong analytical and strategic thinking skills</li> <li>• Thorough knowledge and understanding of current curriculum developments and how students learn</li> <li>• Leads by example</li> <li>• Ensure an ethos and structure for managing behaviour which enables all pupils to achieve</li> <li>• Develop staff to become better leaders</li> <li>• Simplify complex issues and develop innovative solutions</li> <li>• Give clear messages positively and assertively</li> <li>• Delegate tasks and monitor practices to see that they are being carried out and are effective</li> <li>• Sensitively resolve conflict</li> <li>• Build a cohesive team and create clarity</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Leadership of improvement at whole-school level</li> <li>• Strong line-management ability and impact on teams, particularly in relation to improving learning</li> <li>• Leading significant whole-school change successfully</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>• Values-aligned</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 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 the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>