

DEPUTY PRINCIPAL - PERSON SPECIFICATION

The successful candidate will demonstrate the following essential qualities:

Experience & Qualifications

- Evidence of innovative and successful leadership in a post-16 setting
- Evidence of commitment to the personal and academic development of young people and the professional development of staff
- A good degree and a teaching qualification, with a proven track record as a successful teacher
- Evidence of a commitment to personal and professional development in career to date
- A wide appreciation of educational matters post-16, particularly in relation to curriculum and quality
- Direct up to date experience of developing, implementing, and leading on at least one of the main areas of responsibility
- Evidence of robust quality assurance practice and creative curriculum development

Values

- A belief in the unique nature of the 16-19 age group and the importance of this phase of educational and personal development
- A democratic and consultative leadership style
- A sense of each student as an individual
- A commitment to equality, diversity, and inclusion, in all its manifestations

Personal Skills & Qualities

- The ability to think strategically and provide clear direction to colleagues
- The ability to manage change and lead others
- Flexibility and imagination in approaches to planning and development
- Administrative competence, financial acumen, and computer literacy
- Well-organised, being able to prioritise and delegate effectively
- An ability to communicate clearly, effectively, and concisely, both verbally and in writing
- Analyse, interpret and make effective use of a wide range of data
- Committed to high standards with a strong attention to detail
- Diplomacy and tact in dealing with conflict and concerns
- A sense of humour and the ability to stay positive under pressure

In addition, the following qualities would be desirable, but not essential:

- Experience of curriculum leadership in a Sixth Form College (or 16-19 academy) setting
- A practical understanding of the post-16 funding methodology and the importance of accurate ILR returns
- Experience of advising and working with governors/trustees

