

**PERSON SPECIFICATION**  
**ASSISTANT PRINCIPAL – Teaching and Learning**

**The successful candidate will demonstrate the following essential qualities: -**

**Experience**

- Evidence of innovative and successful management performance in a post-16 educational environment at Director level or equivalent for a minimum of two years
- A 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 personal initiative and professional development in career to date
- A wide appreciation of educational matters post-16

**Values**

- A belief in the benefits/strengths of a sixth form college educational experience
- A democratic and consultative management style
- An understanding of the unique nature of the 16-19 age group and the importance of this phase of educational and personal development
- An understanding of and empathy with the pressures that students and colleagues face
- A commitment to equality, diversity and inclusion, in all its manifestations

**Skills**

- The ability to think strategically and give direction to colleagues
- Clear and effective communication
- The ability to manage change and lead others
- Flexibility and imagination in approaches to planning and development
- Administrative competence and computer literacy
- 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 leading/managing one or more of the areas of responsibility listed in the job description
- Experience of managing a budget

