Northern Education Trust
Post: Vice Principal
PERSON SPECIFICATION

No	Categories	Essential / Desirable	Assessed by: App Form	Assessed by: Interview / Task
QUALIFICATIONS				
1.	Degree	E	✓	
2.	QTS	E	✓	
3.	Recent participation in relevant professional development	E	✓	
4.	Master's degree or equivalent	D	✓	
5.	Evidence of further professional development in the Leadership and Management of whole Academy improvement	D	✓	
EXPERIENCE				
6.	Successful and effective leadership in raising achievement and attainment	E	✓	
7.	Effective leadership and management of change	E	✓	✓
8.	Successful teaching experience at Key Stages 3 and 4	E	✓	
9.	Effective leadership of a team	E	✓	
10.	Teaching experience at Key Stage 5	D	✓	
11.	Leadership of a subject / year team	D	✓	
12.	Leadership of the development of literacy or numeracy	D	✓	
13	Developing classroom practice to meet the needs of all learners including those who are most able and those who are DSEN	D	✓	
14.	Experience of managing a significant budget	D	✓	
ABILITIES, SKILLS AND KNOWLEDGE				
15.	Experience of using assessment data to identify underachievement and lead successful intervention strategies	E	✓	✓

			Assessed by:	
No	**Categories**	**Essential / Desirable**	**App Form**	**Interview / Task**
16.	High level interpersonal skills	E	✓	✓
17.	Ability to lead effective student achievement and intervention programmes	E	✓	✓
18.	A clear vision and understanding of ways to remove barriers to learning	E	✓	✓
19.	Ability to communicate effectively in a variety of situations	E	✓	✓
20.	The ability to build and sustain effective working relationships with staff, students, Governors and parents / carers	E	✓	
21.	Ability to plan strategically	E	✓	✓
22.	Knowledge of current thinking in promoting the attainment of able students	D	✓	✓
23.	Knowledge of current thinking in utilising latest technologies to promote learning	D	✓	✓
24.	Knowledge of how to use Pupil Premium funding to bring about sustained improvement	D	✓	✓
25.	Experience of working within the Senior Leadership Team	D	✓	
26.	Experience of reporting to Governors	D	✓	
PROFESSIONAL DEVELOPMENT				
27.	Commitment to own professional development	E	✓	✓
28.	Evidence of leading successful staff development and training	E	✓	✓
29.	Evidence of recent training and development	D	✓	✓
PERSONAL QUALITIES				
30.	Pleasant and friendly manner	E	✓	✓
31.	Polite and punctual	E	✓	✓

			Assessed by:	
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32.	Reliable	E	✓	✓
33.	A commitment to working as part of the whole Academy team and supporting the vision and aims of the Academy	E	✓	✓
34.	Commitment to lifelong learning	E	✓	✓
35.	Flexibility and adaptability	E	✓	✓
36.	Ability to demonstrate personal initiative and independent thinking, whilst working in a team environment	E	✓	✓

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.