

## North Liverpool Academy

### PERSON SPECIFICATION VICE PRINCIPAL

**SUMMARY OF POST:** To be responsible, with the principal and the leadership team for the strategic direction of the Academy and the development and implementation of all associated plans.

<b>ATTRIBUTE</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
1. QUALIFICATIONS	<ul style="list-style-type: none"><li>• Educated to degree level</li><li>• Teaching qualification</li></ul>	<ul style="list-style-type: none"><li>• Evidence of Continuous Professional Development</li><li>• Have delivered courses and inset to teaching and support staff</li><li>• NPQH / NPQSL or evidence of Senior Leadership development</li><li>• Post Grad Education management qualification</li></ul>
2. EXPERIENCE	<ul style="list-style-type: none"><li>• Previous Senior Management Experience in Education</li><li>• Successful staff management</li><li>• High level of ICT competence</li><li>• Successful teaching experience</li><li>• Substantial experience in working with parents and guardians</li><li>• Experience working with industrial and business partners</li><li>• Experience working with community groups</li></ul>	<ul style="list-style-type: none"><li>• Experience of working with external agencies and networks</li><li>• Negotiation and Communication with National Bodies, for example awarding bodies</li><li>• Negotiation and Communication with LA and other local organisations</li><li>• Negotiations with Unions</li></ul>
3. SPECIAL KNOWLEDGE	<ul style="list-style-type: none"><li>• Strong knowledge and understanding of national education agenda</li><li>• Computer literate</li><li>• Successful leadership of student learning</li><li>• Clear understanding of and commitment to the ethos and culture of North Liverpool Academy and the Northern Schools Trust</li><li>• Clear understanding of how students learn and</li></ul>	<ul style="list-style-type: none"><li>• Understanding of trauma informed, attachment aware practices.</li><li>• Understanding of Mental Health First Aid</li><li>• Evidence of involvement in curriculum development</li><li>• Knowledge of statistical analysis</li><li>• Successful teaching within 6<sup>th</sup> form</li><li>• Knowledge of effective remote learning practice.</li><li>• Knowledge of other agencies who support students</li></ul>

	<p>how to improve learning</p> <ul style="list-style-type: none"> <li>• Knowledge of quality assurance systems</li> <li>• Understanding of current inspection framework.</li> </ul>	<p>within schools and the community</p> <ul style="list-style-type: none"> <li>• Ofsted trained or willing to be</li> </ul>
4. PERSONAL SKILLS/ATTITUDES	<ul style="list-style-type: none"> <li>• High professional standards</li> <li>• Ability to work under pressure and meet internal and external deadlines and to work flexibly in response to change.</li> <li>• Excellent communicator capable of inspiring confidence in others.</li> <li>• High level of initiative, integrity and capable of accepting responsibility for self and team members</li> <li>• Effective team member with excellent interpersonal skills.</li> <li>• Display a commitment to Equal Opportunities and to the ethos of the Academy</li> <li>• Ability to prioritise work, plan actions, implement developments, monitor progress, evaluate outcomes and reflect on the process in order to continuously improve the performance of every section of the functional areas</li> <li>• Ability to motivate, lead, manage and develop staff successfully</li> </ul>	
5. SKILLS & ABILITIES	<ul style="list-style-type: none"> <li>• High level of IT skills</li> <li>• Ability to lead, motivate, develop and be a member of a team</li> <li>• Ability to analyse data, draw conclusions and effectively communicate solutions clearly and positively to a range of audiences</li> <li>• Ability to work to tight deadlines</li> <li>• Effective decision making</li> <li>• Ability to develop and maintain strong positive relationships with trustees, governors, parents and Staff.</li> </ul>	