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| **POST TITLE: VICE PRINCIPAL (JUNIOR ACADEMIES)** | **Essential** | **Desirable** |
| **QUALIFICATIONS & TRAINING** | | |
| Educated to degree level | ✓ |  |
| Qualified Teacher Status (QTS) or equivalent | ✓ |  |
| Recent and relevant professional development | ✓ |  |
| **EXPERIENCE** | | |
| Experience and credibility in leading others, including experience of coaching teachers to improve in their teaching | ✓ |  |
| Evidence of raising standards of teaching, learning and pupil progress | ✓ |  |
| Knowledge of the curriculum in EYFS/KS1/KS2 | ✓ |  |
| Knowledge / understanding / involvement and commitment to appraisal process | ✓ |  |
| Involvement in the school/academy improvement process | ✓ |  |
| **SKILLS & ABILITIES** | | |
| Have outstanding curriculum knowledge and be able to demonstrate passion and enthusiasm for communicating this to others | ✓ |  |
| Ability to mentor, inspire, coach, influence and motivate others | ✓ |  |
| Excellent communication skills, with the ability to work effectively with staff of all levels | ✓ |  |
| Ability to combine rigour and high expectations with personal tact and discretion | ✓ |  |
| Ability to inspire high levels of performance in all pupils regardless of their starting points | ✓ |  |

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| **ATTITUDE AND BEHAVIOURS** | | |
| Commitment to own personal and professional development | ✓ |  |
| Approachable, reliable and resilient | ✓ |  |
| Inclusive and collaborative | ✓ |  |
| Commitment to promoting and safeguarding the welfare of young people | ✓ |  |
| Committed to ensuring equality of opportunity for all | ✓ |  |
| Willingness to work as part of the wider trust, sharing best practice and promoting the development of staff through mentoring, sharing resources and collaborative working | ✓ |  |
| **OTHER REQUIREMENTS** | | |
| Valid driving licence with entitlement to drive in the UK | ✓ |  |
| Satisfactory completion of all pre-employment checks, including an Enhanced DBS disclosure with children’s barred list checks | ✓ |  |