

ASSOCIATE PRINCIPAL: PERSON SPECIFICATION	Essential / Desirable	How Identified
Leadership and management		
Ability to build effective relationships with staff, parents, governors and other agencies	E	APP / SP
Ability to line manage staff	E	APP / SP
Ability to make and implement decisions	E	APP / SP
Clearly communicates the vision of the Academy	E	APP / SP
Shaping the future		
Implements an improvement plan across a whole school setting identifying the priorities and evaluating the impact	E	APP / SP
Works with and motivates teams and individuals to implement changes across the school	E	APP / SP
Leading Teaching and learning		
Knowledge of leading and designing curriculum	E	APP / SP
Knowledge of assessment tools to monitor teaching and learning	E	APP / SP
Ability to identify effective interventions to ensure pupils maintain good progress	E	APP / SP
Ability to identify excellent classroom practice to enable teachers to improve, through effective feedback	E	APP / SP
Developing self and working with others		
Has experience and understanding of effective CPD programmes	E	APP / SP
Uses CPD to motivate, enthuse and develop staff	E	APP / SP
Ability to plan and allocate work effectively	E	APP / SP
Ability to coach and mentor staff	E	APP / SP

Managing the organisation		
Contributes to the vision of the Academy	E	APP / SP
Recruits, trains and manages a range of Academy staff	E	APP / SP
Provides operational guidance to senior leaders	E	APP / SP
Securing accountability		
Contributes to whole school self-evaluation	E	APP / SP
Holds people to account for what they have agreed to deliver	E	APP / SP
Works effectively with the governing body to fulfil statutory duties	E	APP / SP
Strengthening the community		
Builds relationships with community groups, outside agencies and other schools which create innovative learning experiences	E	APP / SP
Promotes the school	E	APP / SP
Works with parents and carers to improve pupil achievement	E	APP / SP
Child protection		
Can manage and implement effective CP policies and procedures	E	APP / SP
Ability to deal with sensitive issues in a supportive and effective manner	E	APP / SP
Qualifications and training		
Qualified Teacher Status or other educational qualification	E	APP / SP
A degree or management qualification	D	APP / SP
Commitment to undertake or qualification in leadership training programme	D	APP / SP

Experience		
Of leading or managing a team at phase or whole school level	D	APP / SP
Of developing effective teaching and learning	D	APP / SP
Of successful team leadership at a range of levels	E	APP / SP

Of leading and managing initiatives at whole school level	E	APP / SP
Personal qualities and attributes		
Moral purpose (Equality, children and adults treated with respect)	E	APP / SP
Excellent communicator (Listening, putting a message across)	E	APP / SP
Child centred	E	APP / SP
Resilient	E	APP / SP
Integrity	E	APP / SP
Self-motivated and able to motivate others	E	APP / SP
Enjoys challenge	E	APP / SP
Works to deadlines	E	APP / SP
Enthusiastic and optimistic	E	APP / SP
Excellent problem solving/analytical skills	E	APP / SP
Self-awareness, knowledge of strengths and limitations	E	APP / SP
Have vision, commitment, enthusiasm and energy	E	APP / SP
Be committed to equal opportunities and the inclusion of all	E	APP / SP
Be hardworking and willing to be involved in the whole sphere of the Academies	E	APP / SP
Be flexible and work effectively under pressure	E	APP / SP
Be innovative and creative	E	APP / SP
Have high standards and expectations of self and others	E	APP / SP

