Outwood
GRANGE ACADEMIES TRUST

Person Specification

Job Title: Associate Vice Principal

Qualifications	Essential	Desirable
A good honours degree	✓	
Teaching qualification together with Qualified Teacher Status (QTS) or equivalent	✓	
Postgraduate degree		✓
NPQH, or working towards		✓
Knowledge and Experience		
Up to date knowledge of educational theory and practice	✓	
A knowledge and clear understanding of how to drive intervention	✓	
Experience of driving and delivering projects which have demonstrable impact on students	✓	
Proven experience of leading and managing staff, with the ability to motivate and develop colleagues	✓	
Experience of Ofsted inspections	✓	
Experience of carrying out management investigations/support plans/HR related meetings		✓
Skills		
Excellent verbal and written skills, with the ability to communicate effectively with all members of the academy/Trust community	✓	
An innovative leader, with a clear understanding of educational opportunity and how it can be translated into practical reality	✓	
Resilience and determination	✓	
Ability to identify, challenge and improve underperformance	✓	
Ability to build and form good relationships with colleagues and other professionals	✓	
Ability to absorb a wide range of information and deal with confidential issues	✓	
Ability to follow procedures, pay attention to detail and produce accurate work	✓	

Ability to work flexibly to meet deadlines and respond to unplanned situations, managing demanding and at times, conflicting workloads	✓	
Personal commitment to inclusion and diversity to ensure the maximum benefits for students and staff	✓	
Excellent interpersonal skills	✓	
Be able to maintain confidentiality, acting in a professional manner at all times	✓	
Ability to work as part of a team	✓	
Ability to relate to students in a pleasant and sympathetic manner, and to recognise potential child safeguarding issues	✓	
Commitment to on-going personal development and willingness to undertake appropriate training	✓	