

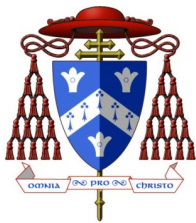
Cardinal Wiseman Catholic School

Part of The Romero Catholic Academy

PERSON SPECIFICATION – ASSISTANT PRINCIPAL, SCIENCE

Category	Essential	Desirable
1. Faith Commitment	<ul style="list-style-type: none"> Understanding of the distinctive nature of a faith school. 	<ul style="list-style-type: none"> Experience in leading acts of worship in Catholic schools. A practising Catholic.
2. Qualifications	<ul style="list-style-type: none"> Qualified teacher status. Honours graduate 	<ul style="list-style-type: none"> NPQH award or Leadership Pathways certification Evidence of BTec assessment and/or internal verification
3. Experience	<ul style="list-style-type: none"> Substantial, successful teaching experience in all key stages up to key stage 5. Experience of improving results at KS4 or Post-16. Evidence of ability to manage a team and teaching and learning in a curriculum area. 	<ul style="list-style-type: none"> Experience of working with other schools/organisations /agencies. Experience of leading/co-ordinating professional development opportunities.
4. Professional Development	<ul style="list-style-type: none"> Ability to identify own learning needs. Evidence of continuing professional development relating to school leadership and management, and curriculum/teaching and learning. Able to train and support peers. A commitment to continued professional and personal development. 	<ul style="list-style-type: none"> Experience of working with other schools/organisations/agencies.
5. Strategic Leadership	<ul style="list-style-type: none"> Ability to inspire and motivate staff, students, parents and governors to achieve the aims of the Catholic Education. Knowledge of what constitutes quality in educational provision. Knowledge of the characteristics of raising standards and the achievement of all pupils at subject level. 	<ul style="list-style-type: none"> Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these.



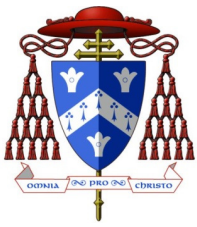


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	<ul style="list-style-type: none"> To develop the staff of the faculty to achieve its vision. 	
6. Teaching & Learning	<ul style="list-style-type: none"> Knowledge of a range of successful teaching and learning strategies to meet the needs of all students at KS5 Secure knowledge of the specifications and requirements of the National Curriculum. Excellent subject knowledge Experience of Key Stage 4 and A-Level teaching. 	<ul style="list-style-type: none"> An understanding of assessment strategies and the use of assessment at KS5. Experience of effective monitoring and evaluation of teaching and learning.
7. Leading & Managing Staff	<ul style="list-style-type: none"> Experience of working in and leading staff teams. Ability to delegate work and support colleagues in undertaking responsibilities. Experience of performance management and supporting the CPD of colleagues. Understanding of effective budget planning and resource deployment. 	<ul style="list-style-type: none"> Successful involvement in staff recruitment/appointment/induction, understanding the needs of the school. Understanding of how financial and resource management enable a school to achieve its educational priorities.
8. Skills, Qualities & Abilities	<ul style="list-style-type: none"> Empathy with pupils from Key Stage 3 upwards. Excellent communication skills, both written and orally. Excellent interpersonal skills Excellent organisation skills Ability to remain positive and enthusiastic when working under pressure. Ability to organise work, prioritise tasks, make decisions and manage time effectively. A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role. 	<ul style="list-style-type: none"> Potential for further promotion.





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Category	Essential	Desirable
9. References	<ul style="list-style-type: none">• Positive recommendation in professional references.• Satisfactory health and attendance record.	

