



# Thornhill College

## Vice-Principal Person Specification

The criteria in the Person Specification under Qualifications/Attainments and Experience constitute the shortlisting criteria. The remaining criteria under Knowledge/Skills and Personal Qualities will be assessed at interview.

The Board of Governors reserve the right to enhance the criteria, if necessary, to order to facilitate a manageable shortlist.

	Essential Criteria	Desirable Criteria
	Applicants <b>must</b> at the closing date for applications:	Preference may be given to those candidates who at the closing date for applications:
<b>Qualifications/Attainments</b>	<ol style="list-style-type: none"> <li>1. Hold a teaching qualification which meets the requirements for recognition to teach in schools in Northern Ireland.</li> <li>2. Hold an honours degree (<b>minimum 2.2</b> or above) or equivalent.</li> </ol>	<ul style="list-style-type: none"> <li>• Have successfully completed <u>or</u> pending completion an additional post-graduate (or equivalent or higher) qualification in Education.</li> <li>• Demonstrate evidence of continued and current professional development in school leadership.</li> </ul>
<b>Experience</b>	<ol style="list-style-type: none"> <li>3. Have a <b>minimum of 7 years</b> post qualification teaching experience in post-primary education <b>and/or</b> equivalent experience in an affiliated educational body working in an area that relates to the post-primary sector, <b>within the last 10 years.</b></li> <li>4. Currently hold or have held for a <b>minimum of 2 continuous years AND within the last 6 years either:</b> <ul style="list-style-type: none"> <li>• A promoted post of a <b>minimum of Teaching Allowance 3</b> linked to leadership and management responsibility; <b>or</b></li> <li>• A post of Principal or Vice-Principal; <b>or</b> A post with leadership and management experience within an affiliated body.</li> </ul> </li> </ol> <p><i>The above promoted posts may be in an acting capacity.</i>  <i>The above excludes Special Needs Allowances awarded <u>solely</u> for teaching</i></p>	<ul style="list-style-type: none"> <li>• Demonstrate evidence of leadership as a member of a school's Senior Leadership /Management Team or an equivalent schools' support team for a <b>minimum of 2 years in the last 6 years.</b></li> <li>• Demonstrate experience of leading self-evaluation in the work of a school, culminating in school improvement.</li> <li>• Demonstrate evidence of leading staff team/s on an aspect of school improvement.</li> </ul>

	<i>pupils with Special Educational Needs.</i>	
<b>Knowledge/ Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrate an ability to think strategically and communicate ideas in a clear and coherent manner.</li> <li>• Demonstrate an ability to effectively lead, motivate individuals, teams and staff in School Improvement strategies and change.</li> <li>• Demonstrate a clear and effective management style which will inspire trust and confidence.</li> <li>• Demonstrate effective communication skills, both written and spoken.</li> <li>• Demonstrate an ability to prioritise, plan and organise the work of others.</li> <li>• Have an ability to promote the highest standards of discipline and classroom management and practices.</li> <li>• Have a sound knowledge of current educational developments in NI, particularly in relation to curriculum development.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Personal and educational vision.</li> <li>• Commitment to upholding values, standards, and traditions of a Grammar school.</li> <li>• Commitment to fostering an inclusive, supportive, and empowering school culture for pupils.</li> <li>• Personal enthusiasm, energy, and determination.</li> <li>• Caring, child-centred approach</li> <li>• Assertiveness and self-confidence.</li> <li>• Integrity, sense of fairness and personal honesty.</li> <li>• Emotional Intelligence, warmth, sensitivity, tact, discretion, and adaptability.</li> <li>• Ability to cope under pressure and manage workload.</li> <li>• Good judgement and ability to make appropriate decisions.</li> <li>• Openness, ability to delegate and utilise appropriate support structure.</li> </ul>	