

**Person Specification**

**Deputy Principal (PWT)**

**Kerry College**

**Roll number: 76494H Category XVI**

**To qualify for appointment candidates must have:**

**Essential Criteria:**

* A recognised post-primary teaching qualification.
* A minimum of five years’ whole time satisfactory teaching service or its equivalent.
* Registration in accordance with Section 30 of the Teaching Council Act 2001.
* Satisfactory experience of leadership, management and administration at a sufficiently high level.

**Core Competencies Required:**

**Leader – Teaching and Learning**

* Understands that high quality teaching and learning is the core business of the College and demonstrates the skills to act as the instructional leader.

**Leader – College Development**

* Demonstrates the ability to take a broad and long term view of the needs of the College’s purpose and objectives.

**Leader – People and Teams**

* Demonstrates the willingness and ability to develop individuals and teams throughout the College community and delegate leadership within those teams and individuals.

**Organisational Management and Administrative Skills**

* Uses a range of resources, supports and processes to ensure the effective and efficient running of the College.

**Strategic Development and Management Skills**

* Demonstrates the ability to take a broad and long term view of the needs of the College’s purpose and objectives and ability to manage change effectively.

**Self-Awareness and Self-Management**

* Is self-aware and has the capacity to self-manage and develop personally and professionally.

**A clear vision for the development of Education in Kerry**

* Shows understanding of current and education needs in the area and strategy to respond to education and training needs.

**Commitment to Professional Development.**

* Shows commitment to continuous professional development and will participate in regular professional development and has the ability to assess and respond to staff professional development needs.

**Communication**

* The capacity to clearly articulate views, opinions and attitudes through effective and appropriate and empathic interaction with all stakeholders in a variety of situations and contexts.

**Commitment to Kerry ETB Core Values**

* Shows commitment to the Core Values of Kerry ETB of Respect, Quality, Equality, Inclusion and Learning.
* Shows commitment to inclusive teaching practices and to ensuring that the College prevents and combats discrimination
* Create and maintain a climate of respect and fairness for all staff and students

**Profile**

The successful candidate will:

* have a clear vision for the development and expansion of modern College of Further Education and Training where all courses are delivered to the highest standards to meet leaner needs flexible manner
* be a leader, committed to the highest standards of education and training provision, administration and governance
* have a passion for education and training
* have strong people management and organisation skills
* be a visionary and have experience in delivering projects through team work
* be community minded and conscious of the role the college plays in the local community and the wider ETB
* have significant experience of leading change and change management