

LNCT

Aberdeenshire Local Negotiating Committee for Teachers

Date: November 2023

LNCT/23/04

Job Profile Principal Teacher (Strategic Area Lead)

This agreement has been subject to review in 2023 by the LNCT Joint Secretaries and HR as part of a review of current Aberdeenshire LNCT Agreements.

LNCT Joint Secretaries

Margaret Mackay (Education & Children's Services)

Margaret.MacKay@aberdeenshire.gov.uk

David Smith (LNCT Teachers' Panel)

David.A.Smith@aberdeenshire.gov.uk

aberdeenshire@eis.org.uk



December 2022

1. JOB IDENTITY

Post Title:	Principal Teacher (Strategic Area Lead)	Service:	Education & Children's Services
Section:	Education	Grade:	In line with National SNCT agreements
Reports to:	Principal Teacher (Faculty) / Depute or Head Teacher		

2. JOB PURPOSE

- Work collaboratively with the school management team across a designated area; promoting learning and teaching of the highest quality to maximise the attainment of all pupils
- Progress the Authority's, schools' and partner providers' aims and targets as set out in the appropriate improvement plans

There is a responsibility for the post holder to demonstrate a commitment to quality service delivery through continuous improvement for the benefit of the Service and the organisation.

3. CORE RESPONSIBILITIES / DUTIES

- Support the work and professional development of all staff within the department, supporting and contributing to collegiate working and professional debate and reflection, providing strategic direction and guidance
- Manage the department's resources in an effective and efficient manner within the contexts of faculty and school policies and practices
- Manage and quality assure assigned curricular areas in an effective manner to ensure the highest possible quality of learning and teaching and maximum levels of learner attainment
- Contribute to the formation and implementation of school curriculum and improvement plans
- Promote learning and teaching of the highest possible quality and to maximise the attainment of all pupils
- Direct and oversee effective and efficient administration of assigned areas of work within the agreements of the Local Negotiating Committee for Teachers and the Scottish Negotiating Committee for Teachers
- Contribute to the delivery of a quality education to pupils in accordance with Aberdeenshire and school policies
- Support the health, safety and wellbeing of young people in the school
- Operate within Aberdeenshire Council's framework for Quality Assurance and Development

4. QUALIFICATIONS AND TRAINING

- Essential:**
- Full GTC Scotland registration
 - Participation in professional update
- Desirable:**
- Completion of, or working towards, postgraduate degree qualification in education, or equivalent

5. EXPERIENCE

- Essential:**
- Relevant class teaching experience
 - Involvement in department curriculum development
- Desirable:**
- Principal Teacher or Acting Principal Teacher experience
 - Role in development of cross-curricular areas and whole school issues
 - Experience as a mentor / coach to other teachers / probationers

6. KNOWLEDGE AND SKILLS

- Essential:**
- Knowledge of current planning, assessment and quality improvement procedures
 - Good understanding of national and local curriculum guidelines, policies and priorities
 - Self-motivated team player with a positive approach and proven success in leading collegiate working, and able to act as a role model to promote effective team working, motivating and inspiring colleagues
 - Awareness of requirements of post of Principal Teacher and ability to relate past experience to these
 - Able to create and support motivating learning environments and programmes of work which take account of individual pupil needs
 - Stakeholder-focussed with excellent organisational, interpersonal, communication, interviewing and negotiating skills with the ability to work to tight and competing deadlines and secure positive outcomes
 - Ability to develop innovative working practices, and delivery methods to mitigate identified pressures through balanced and decisive judgements
 - Commitment to working in partnership with parents, other Aberdeenshire Council services and outside agencies
 - Ability to respond to and manage change effectively
 - Ability to recognise, act upon and create opportunities to achieve school, Aberdeenshire Council and national objectives

- Desirable:**
- Commitment to whole school developments and the wider life of the school
 - Competent in the use of ICT, including application to learning and teaching

7. ADDITIONAL REQUIREMENTS

Driving Compliance	Not applicable to this Post.
Politically Restricted	Not applicable to this Post.

Agreed