

Person Specification – Executive Principal

Person Specification

Part One:

1. Essential Experience
 - a. Experience of delivering high quality school improvement and educational services
 - b. Successful track record of senior leadership in a trading/commercial environment
 - c. Experience of working effectively with partner agencies, businesses and the voluntary sector
 - d. Evidence of leadership of successful change management
 - e. Experience in effective strategic and operational resource management
2. Essential Knowledge/Skills
 - a. Post – graduate qualification related to field, which demonstrates a knowledge of Education & Early years legislation including the Ofsted frameworks
 - b. Knowledge of Children’s Service legislation
 - c. Highly effective skills to challenge and support schools and other settings
 - d. Proven track record in a trading/commercial environment
 - e. Ability to set and articulate vision and strategy, engaging staff
 - f. Political sensitivity and an ability to establish positive relationships, which engender confidence and respect
 - g. Effective analytical skills and ability to set and achieve stretching strategic targets
 - h. Highly effectively skills to performance manage staff ensuring continual improvement

Part Two

3. Behaviours
 - a. Demonstrates high expectations for self and others
 - b. Ensures delivery of a customer and commercial focus
 - c. Promotes a culture of high performance and continuous improvement
 - d. Demonstrates strong communication skills, adapting to differing audiences and situations

Part Three

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Bachelors degree • Qualified teacher • Evidence of continuous professional development • Relevant post graduate degree • National Professional Qualification for Headship 	<ul style="list-style-type: none"> • Masters degree or higher is an advantage • Evidence of completing senior or middle leadership programmes

SAFEGUARDING AND WELFARE OF CHILDREN	<ul style="list-style-type: none"> ▪ Suitability to work with young children ▪ Able to form and maintain appropriate relationships and personal boundaries with children and young people ▪ Emotional resilience in working with challenging behaviours ▪ Positive attitude to use of authority and maintaining discipline 	DSL trained
EXPERIENCE	<ul style="list-style-type: none"> ▪ Experience of working in a secondary school/all through school/supporting schools in other phases ▪ Successful and substantial teaching experience ▪ Significant, successful leadership and management experience, preferably in an educational organisation ▪ Successful post qualifying teaching experience in a school setting ▪ Substantial successful senior leadership experience at Head teacher/Principal level, minimum three years ▪ Experience of developing and consolidating an innovative new curriculum ▪ Experience of successful change 	<p>Leadership of a school to achieve outstanding within the Ofsted framework.</p> <p>Evidence of involving employers in curriculum development</p>

	<p>results through strategic leadership</p> <ul style="list-style-type: none"> ▪ Experience of having worked with and or within a student centred approach ▪ Experience of performance management of staff ▪ Evaluation within a school ▪ Experience of OFSTED as a principal ▪ Able to show evidence of successful and sustained performance through performance management. ▪ Outstanding teaching 	
LEADERSHIP ABILITY	<p>Able to</p> <ul style="list-style-type: none"> ▪ Think and act strategically with sensitivity to organisational and wider political priorities ▪ Deliver high quality outcomes, producing good results on time and on budget ▪ Make a personal and positive impact on corporate decisions by acting responsibly, with honesty, integrity and with resilience and determination ▪ Describe a vision for excellent teaching and learning and to develop effective plans to implement that vision ▪ Reflect on situations and events and respond constructively ▪ Digest, condense and make sense of large amounts of information ▪ Present views, opinions, arguments in discussion which contribute to positive outcomes ▪ Work effectively with a range of people, staff, parents, pupils, governors, and community members. ▪ Communicate well with individuals, small and large audiences ▪ Analyse and use data ▪ Accept and act on feedback in a constructive way ▪ Give feedback effectively ▪ Design and implement monitoring systems ▪ Design and implement systems for evaluating quality 	
SKILLS	<ul style="list-style-type: none"> ▪ Managing people and motivating them to give their best. 	

	<ul style="list-style-type: none"> ▪ Coaching staff to improve practice ▪ Thinking ▪ Problem solving ▪ Organisation ▪ Listening ▪ Excellent teaching skills ▪ Skilled in developing a culture of excellence, high expectations and standards to raise ambitions of students ▪ Able to appoint a new team and ensure a robust and creative curriculum offer is in place for all students ▪ Provides inspirational leadership, uses emotional intelligence and consistently role models our values ▪ Excellent PR skills 	
KNOWLEDGE	<p>Up to date knowledge of:</p> <ul style="list-style-type: none"> ▪ Effective pedagogy ▪ New learning techniques and approaches ▪ Ofsted requirements ▪ Data collection, recording and use 	

OTHER KEY QUALITIES	<ul style="list-style-type: none"> ▪ Hard working ▪ Loyal ▪ Resilient ▪ Resourceful ▪ Enthusiastic and with a “can-do” approach ▪ Energiser ▪ Creative ▪ A good team member ▪ A person who enjoys learning and seeks out opportunities to continue learning ▪ Courageous ▪ Honest ▪ Clear moral purpose ▪ Lead by example – Firm but fair ▪ High expectations of self and others ▪ Good sense of humour ▪ A self-motivator ▪ Demonstrates a passion for delivering education that is student centred and cutting edge ▪ Is a dynamic self-starter, excited by the prospect of shaping and delivering the strategy for this innovative educational institution ▪ Highly personally credible and able to work effectively with the Board of Governors 	
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