

**PERSON SPECIFICATION**

**Post Title:** Principal

**Responsible To:** ChiefExecutive Officer and SNMAT Board of Directors

The right hand column explains whether the item is essential (E) or desirable (D). The middle column outlines how this will be assessed; application (A), Interview (I), Test (T), reference (R)

|  |  |  |
| --- | --- | --- |
| **Qualifications**:  DfE Recognised QTS or equivalent  Evidence of recent continued professional development  NPQH or previous Headship experience  Graduate Qualification  Post Graduate Qualification | A  A, I  A  A  A | E  E  D  E  D |
| **Experience**:  Proven track record as an exceptional teacher  Significant experience as a Headteacher or Deputy/Assistant Headteacher  A recent member of a senior leadership team  Proven record of successful leadership and ability to generate and share a coherent and ambitious vision for a church school  Successful experience of raising achievement  Working with and engaging external partners  Planning, determining and organising major curriculum areas | A  A  A  A, I, R  A, I, R  A, I, R  A, I, T | E  D  D  D  E  D  E |
| **Knowledge and Understanding**:  Safeguarding children & young people  What constitutes a good/outstanding academy  The process of strategic planning and self evaluation  Ways to communicate a shared vision  Compare data and performance indicators  National framework and current legislation for educational initiatives  Roles and responsibilities for CEO, MAT, Local Governing Body, Diocese, ESFA and DfE  Legal issues relevant to school management | A, I  I, T  A, I, T  I  I, T  A, I  I  I | E  D  E  D  E  E  D  D |
| **Personal and Professional Qualities:**  Commitment to safeguard children and young people  Strong personal motivation and drive to develop and motivate teams  The ability to actively promote and develop the Christian ethos of the school  Ability to be analytical, problem solve and make informed judgements  Excellent communication skills internally and externally to the work environment  The ability to understand and appreciate the academy’s strengths and further develop them  The ability to form and maintain appropriate partnership and effective links with parents, careers, the church and the wider community  To be a practicing Christian. | I  I, R  A, I  I, R  I, R  I  I, R  I | E  E  E  E  E  E  E  D |