

**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)

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| **Qualifications**:DfE Recognised QTS or equivalentEvidence of recent continued professional developmentNPQH or previous Headship experienceGraduate QualificationPost Graduate Qualification | AA, IAAA | EEDED |
| **Experience**:Proven track record as an exceptional teacherSignificant experience as a Headteacher or Deputy/Assistant HeadteacherA recent member of a senior leadership teamProven record of successful leadership and ability to generate and share a coherent and ambitious vision for a church schoolSuccessful experience of raising achievementWorking with and engaging external partnersPlanning, determining and organising major curriculum areas | AAAA, I, RA, I, RA, I, RA, I, T | EDDDEDE |
| **Knowledge and Understanding**:Safeguarding children & young peopleWhat constitutes a good/outstanding academyThe process of strategic planning and self evaluationWays to communicate a shared visionCompare data and performance indicatorsNational framework and current legislation for educational initiativesRoles and responsibilities for CEO, MAT, Local Governing Body, Diocese, ESFA and DfELegal issues relevant to school management | A, II, TA, I, TII, TA, III | EDEDEEDD |
| **Personal and Professional Qualities:**Commitment to safeguard children and young peopleStrong personal motivation and drive to develop and motivate teamsThe ability to actively promote and develop the Christian ethos of the schoolAbility to be analytical, problem solve and make informed judgementsExcellent communication skills internally and externally to the work environmentThe ability to understand and appreciate the academy’s strengths and further develop themThe ability to form and maintain appropriate partnership and effective links with parents, careers, the church and the wider communityTo be a practicing Christian. | II, RA, II, RI, RII, RI | EEEEEEED |