

Person Specification

Job Title: Principal

Qualifications	Essential	Desirable
Qualified Teacher Status (QTS)	✓	
National Professional Qualification for Headship (NPQH)		✓
Experience and Knowledge	Essential	Desirable
An ability to drive and deliver transformational and cultural change	✓	
A clear understanding of what constitutes an outstanding school and what needs to be done to maintain that standard	✓	
A deep knowledge and clear understanding of educational legislation, new innovation and developments	✓	
Skills	Essential	Desirable
An innovative leader, with a clear understanding of education opportunity and how it can be translated into practical reality	✓	
An outstanding, collaborative leader with the ability to forge positive relationships in order to promote success	✓	
An enthusiastic leader, committed to ensuring the best possible outcomes for children and the community	✓	
The ability to build a sustainable workforce of high quality staff and leaders	✓	
The ability to provide clear direction and shared purpose for all children, staff and stakeholders	✓	
A commitment to working positively with all stakeholders and partners	✓	
Excellent communication skills with all children, staff and stakeholders	✓	
Strong negotiation skills and the ability to influence others to the benefit of the Trust	✓	

Other	Essential	Desirable
A proven ability to successfully manage all resources effectively	✓	
The ability to motivate staff to ensure high performance	✓	
The ability to translate a visionary/innovative concept into a practical implementation plan	✓	
An ability to use the full range of leadership skills and qualities including emotional intelligence as appropriate to the situation	✓	
An enthusiastic and motivational leader	✓	
The ability to drive forward change very often in very challenging circumstances	✓	
Resilience and determination including the ability to also provide support, demonstrate empathy and deal with staff in a sensitive and considerate manner	✓	
A personal commitment to inclusion and diversity to ensure the maximum benefits for children and equality in employment and service delivery matters	✓	
A strong commitment to personal development and the personal development of all staff	✓	