

JOB DESCRIPTION

JOB TITLE:	Principal
NORMAL LOCATION:	Silverstone UTC
SCALE & SALARY RANGE:	Very Competitive
BASIS:	Permanent, Full Time
COMMENCEMENT:	September 2024
RESPONSIBLE TO:	Board of Trustees

WELCOME

Silverstone UTC (SUTC) is a state-of-the-art school for 14–18-year-olds based in the grounds of the world-famous Silverstone Circuit. Opened in September 2013, it offers the very best academic, vocational and technical learning in High Performance Engineering, Business & Technical Events Management and Computing with Cyber Security.

We are recruiting a Principal for the UTC, who can build upon SUTC successes achieved since we opened in 2013. These includes consistent year-on-year over subscription, outstanding career outcomes as evident by significantly lower numbers of NEETS (1-2%) compared with national averages and our student destinations. SUTC students secure jobs and L3- L6 apprenticeships in prestigious organisations such as Aston Martin, Mercedes, Prodrive, Cosworth, Red Bull, Cummins, FCDO Services, Nissan, BMW, the Police and RAF. Additionally, 87% of students pursue STEM careers either through college or university courses. The next Principal will build upon the excellent work that has been done and will lead the UTC through its next stages of development with the goal of achieving an outstanding provision by 2026.

The ideal candidate will be an existing Principal or Deputy with considerable experience of working in a high performing UTC or secondary school who can demonstrate their strong commitment to Silverstone UTC's values and its mission to build high-performing, work-ready, young people. We are looking for a talented leader with energy and enthusiasm to capitalise on the progress made so far in terms of quality and outcomes.

Having been rated as "requires improvement" by Ofsted in December 2023, the successful candidate will ensure that the UTC returns to a rating of Good or better, and will continue to develop its specialism and employer engagement programme. Overseeing curriculum change as the Post-16 qualification reforms are rolled out, will be an important focus for whoever takes on this role.

Working with an experienced and committed team of Faculty Leaders, the new appointee will be supported and challenged by an excellent Board of Trustees who share the passion to see young people's career dreams come true through their learning at the UTC, and will share a strong desire to advocate for STEM-based education in the region.

The Board of Trustees wants to appoint the very best candidate to this role, and will therefore be delighted to invite prospective candidates to visit the UTC before making a formal application should they wish. The Chair of Trustees or the current Principal would also be very happy to discuss the UTC and the role with prospective candidates.

ABOUT SILVERSTONE UTC

Address	Silverstone Circuit, Towcester, Northamptonshire, NN12 8TL
Local authority	West Northamptonshire (941)
Age range	14 to 18
Phase of education	Secondary
School type	University Technical College
Gender of entry	Mixed (84% male)
Number of students	480 (Predicted September 2024)

Silverstone UTC admits 138 Year 10 and 150 Year 12 students each year. Students choose a specialism which provides a focus for their studies. The UTC continues to develop its links with employers to provide even greater contextualisation of the subjects being studied.

OVERALL PURPOSE OF ROLE

The Principal is expected to provide the effective leadership and management necessary to ensure the very best educational experience, professional behaviours and secure high-quality outcomes for all its students, working efficiently and imaginatively within the constraints of standard academy funding.

DUTIES AND RESPONSIBILITIES

- Ensure the ethos, values and behaviours of Silverstone UTC staff are evident in every aspect of the discharge of the duties of the post.
- Model the highest professional standards to staff and students in all aspects of the role, maintaining a visible presence around the UTC and leading by example.
- Lead and promote an ethos of tolerance, diversity, equality and respect for all, including minority groups.
- Be committed to working in a cohesive, supportive and forward-thinking team of colleagues which shares an ambitious vision to secure flagship status for Silverstone UTC.
- Work at all times in accordance with the Nolan Principles for public life.
- Lead a team of academic, pastoral and support staff and engender a positive ethos reflective of a drive to achieve individual and group goals.
- Engender the respect of the staff, trustees, students, parents and employers.
- Protect the UTC's students from all foreseeable risks to their welfare.
- Set and work within a balanced budget on an ongoing basis, securing value for money and sound financial management.
- Support the leaders for academic progress to achieve the goals set for them and their students.
- Support the leaders for pastoral care to provide the best and most inclusive service they can.
- Support the leaders of support services to achieve value for money and excellent customer service.
- Develop and maintain a culture of celebrating success, developing talent and taking care of each other.

EDUCATION AND QUALIFICATIONS

- Educated to degree level.
- PGCE and qualified teacher status i.e. QTS or QTLS.
- Leadership/management qualification, ideally (NPQSL/NPQH/SFCA qualification) or working towards.
- Recent and relevant Professional Development.

PERSON SPECIFICATION

We seek to recruit a talented individual who can not only help to build the success of our UTC but also be engaging and passionate about everything they do.

When we recruit, we look for specific experiences and qualities. However, we also value diversity because we recognise the importance of people bringing their own backgrounds, experiences, perspectives and ideas to the academy. Our ideal candidate will already be an outstanding senior leader within a successful secondary school/academy.

For the role of Principal, our successful candidate will demonstrate the following competencies and experience:

- An absolute commitment to the values and mission of the UTC movement.
- At least 3 years' recent senior management experience in a college or school.
- Passion for STEM education and destinations.
- Strong interest in developing excellent links with businesses.
- Passion for continuous personal and social improvement by self and others.
- Professional integrity and respect for the opinions and circumstances of others.
- Personal impact and presence with all stakeholders.
- Leadership ability to inspire and motivate staff and students.
- Excellent interpersonal and communication skills, proven experience of creating, developing and sustaining effective teams.
- Experience and knowledge of student pastoral care, welfare and safeguarding including emotional and social development.
- Experience of analysing and using data to establish benchmarks and set challenging targets for improvement.
- Passion for raising secondary and Post-16 achievement and a solid understanding of what constitutes an outstanding school.
- Significant experience of curriculum development and knowledge of STEM courses, T Levels and apprenticeships.
- Develops strong relationships with trustees, sponsors, parents, employers and other stakeholders.
- Ability to think reflectively and adapt well to change.
- Resilience and adaptability and the ability to remain calm and consistent under pressure.
- Reliability and ability to meet deadlines.
- Effective organisational skills.
- Excellent ICT skills.

SAFEGUARDING

The Board of Trustees is committed to safeguarding and promoting the welfare of children and young persons and must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will therefore be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).