September 2021

**The Principal**

**We seek an outstanding professional who will continue to develop the provision at John Smeaton Academy so that it becomes the school of choice for the community. The successful applicant will ensure that an aspirational mindset is fostered across the whole academy and that all students experience a rich educational experience and secure outstanding outcomes facilitating their desired next steps.**

**Job Description**

We are looking for an outstanding leader, who is able to articulate a clear vision for John Smeaton Academy and who will inspire and empower others to share in achieving it. The successful candidate will be driven by a commitment to creating the best possible educational opportunities for our students, in order to raise aspirations and transform lives. The new Principal will take up the post in January 2022.

**Overall purpose of post of Principal**

The Principal will:

* develop the academy as a catalyst for social change, improving outcomes for students and the community as a whole;
* be committed to supporting the child through their learning journey from 11-16, 16-19 and beyond;
* design and develop an outstanding, innovative, creative curriculum which prioritises the importance of preparing students for life in a global economy;
* develop in all students and staff versatile skills and attitudes required for lifelong learning in a rapidly changing world;
* develop positive external relationships at a local and strategic level, in partnership with the trust and others, to promote the continued excellence of the academy, as a central resource for the community;
* manage a complex institution.

**Strategic direction and development**

You will:

* provide the strategic vision, effective management and operational efficiency to fulfil the ethos of the academy and embed a culture of outstanding achievement;
* lead a complex organisation effectively and efficiently and ensure the successful implementation of change;
* work in conjunction with community, business and industry partners and other local community and educational organisations to develop reciprocal opportunities.

**Learning and teaching**

You will:

* design and develop an innovative and motivating curriculum in conjunction with academy staff, matched to students’ needs;
* drive up expectations and promote an aspirational culture;
* ensure focused, data driven improvement;
* involve students in the decision-making processes by developing policies and practices that treat students as partners in the learning process;
* promote inspirational learning and teaching;
* manage safeguarding, pastoral care, student welfare and anti-bullying procedures effectively;
* ensure that the academy’s work on the development of pupils’ SMSC and MBV is world class;
* maintain effective assessment, recording and reporting systems of student progress, and establish challenging targets.

**Leading and managing staff**

You will:

* promote the academy through being its key public face and further develop an ethos in which the highest achievements are expected from all members of the academy community;
* establish and develop effective team working practices;
* develop rigorous procedures for monitoring the performance of all staff including setting objectives and individual personal development plans;
* ensure an aspirational and motivational culture is developed and sustained.

**Efficient and effective use of staff and resources**

You will:

* work with the trust’s finance team to advise the Governing Body on the formulation of the annual budget in order that the academy secures its objectives;
* ensure that the allocation and use of accommodation provides a positive and safe learning environment that promotes the highest achievement for all;
* develop the academy’s links with other partners and forge new partnerships, where appropriate, to further establish the academy’s standing within the community.

**Accountability**

* Work effectively with the Executive Team including the CEO and the Executive Principals of Post-16, 11-16 Education and Primary, the Chair of the local governing body to enable it to meet its responsibilities for securing effective teaching and learning and high standards of achievement, and for achieving efficiency and value for money.

**Person Specification**

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| **Attributes** | **Essential** | **Desirable** |
| Qualifications | * Degree or other relevant qualification at this level.
 | * Relevant further degree or equivalent.
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| Experience | * Track record of successful senior leadership experience.
* Experience of successfully changing organisational culture, in relation to aspiration, teaching practices and standards.
* Experience of developing and leading curriculum innovation, using latest technologies.
 | * Financial, budgetary and resource management experience with commercial acumen.
* Experience of raising standards.
* Experience of engaging with community, business and industry partners.
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| Knowledge, Skills and Abilities | * Awareness of commercial enterprise and opportunity.
* Ability to lead and manage a fully inclusive school.
* Ability to lead the design and development of an innovative curriculum.
* Ability to understand, analyse and make effective use of a wide range of data.
* Ability to work effectively with members of the local community and a range of stakeholders in developing the academy as a community resource.
* Ability to provide a safe environment to ensure the physical and psychological safety of the students.
 | * An understanding of the challenges of primary education.
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We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

*John Smeaton Academy* *is committed to safeguarding and promoting the wellbeing of all children and we expect our staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure and Barring Service (DBS) check. We promote diversity and aim to establish a workforce which reflects the population of Leeds.*