

Post: Primary Academy Principal

Academy: Monkshouse Primary Academy

Person specification:

	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of Continuing Professional Development 	<ul style="list-style-type: none"> • NPQH
Experience	<ul style="list-style-type: none"> • Successful leadership experience to at least Deputy/Assistant Head or Academy Lead/Head of School level • Highly successful teaching experience within the EYFS/Primary age range • Experience of leading school improvement initiatives and evaluating their impact • Strong track record of raising outcomes with a consistent trend • In depth knowledge of Child Protection and Safeguarding procedures in all areas • Experience of successful staff line management and the creation of effective staffing structures 	<ul style="list-style-type: none"> • Designated Safeguarding Lead experience
Strategic Leadership	<ul style="list-style-type: none"> • Ability to manage and lead change • Ability to communicate effectively to a range of audiences • Ability to provide clear educational vision and direction • Ability to drive improvement and challenge underperformance • Strong commitment to raising standards • Ability to inspire and motivate all stakeholders and empower teams • Evidence of developing effective strategies for school improvement • High level involvement in leading monitoring and evaluation procedures leading to clear impact • Ability to work at a high standards in partnership with senior leaders, governors and the Trust 	<ul style="list-style-type: none"> • Strategic Leadership experience across EYFS, KS1 and KS2 • Use of assessment data management systems to improve standards • Ability to use new and emerging technologies to support improvement

	<ul style="list-style-type: none"> • Ability to deal sensitively with people and resolve conflict 	
Leading Teaching and Learning	<ul style="list-style-type: none"> • Ability to provide pupils with a relevant, challenging and creative curriculum that raises standards of education for all • Understand the principles of effective teaching and learning and promote improvement strategies • Evidence of raising standards including for individuals and groups of pupils through monitoring, analysing and evaluating the quality of teaching and learning • Develop/administer strategies that secure high standards of child conduct, learning behaviours and attendance • Set high expectations and support both children and staff in the achievement of these 	<ul style="list-style-type: none"> • Successful experience of integrating British Values into academy life
Leading and Managing Staff	<ul style="list-style-type: none"> • Ability to lead, manage and motivate staff and establish positive working relationships • Ability to coach and mentor staff to improve performance through continuing CPD • Ability to delegate appropriately • Ability to engage collaboratively with, and respond to challenge from the Governing Body/Trust • Successful experience of monitoring, evaluating and improving the quality of teaching and learning • Understanding the role and impact of assessment in children's learning • Secure knowledge of statutory requirements relating to curriculum and assessment • Successful experience of developing effective learning behaviours • Significant experience of taking a lead role in performance management of staff including monitoring and triangulating information gathered. • Experience of dealing with staff when performance gives cause for concern 	<ul style="list-style-type: none"> • Experience of working with governors
Managing Resources	<ul style="list-style-type: none"> • Successful experience of managing budgets • Ability to manage, monitor and review available resources (both financial and human) and prioritise demands, ensuring 	<ul style="list-style-type: none"> • Budgetary management at curriculum and key stage/phase level

	<p>value for money and high educational achievement and well-being</p> <ul style="list-style-type: none"> • Experience of recruiting and deploying staff 	<ul style="list-style-type: none"> • Experience of working effectively with a Chief Financial Officer
Personal Skills and Qualities	<ul style="list-style-type: none"> • Positive, enthusiastic outlook, embracing risk and innovation • Confidence and integrity • Capacity to be flexible, adaptable and creative • Approachable with the ability to inspire trust and confidence across the school community • Resilience, perseverance and optimism in the face of difficulties and challenges • Decisive and focussed on solutions • Demonstrate respect and empathy towards others • Commitment to maintaining confidentiality at all times • Sense of humour • Excellent organisational skills and the ability to prioritise workload and delegate effectively • High expectations of self and others • Ability to establish and maintain positive relationships with staff, pupils, parents and Governors • Good communication skills 	<ul style="list-style-type: none"> • Effective computing skills for both teaching and management