



## **Principal** **September 2023**

We are seeking to appoint a permanent full time Principal with effect from September 2023. Reporting to the Board of Trustees, the role will be integral in ensuring that the work of the academy reflects its vision, core aims values and ethos within our highly successful academy which holds good Ofsted status.

Trustees are seeking to appoint a charismatic, dynamic, proven strategic leader as Principal to take Plume Academy into the next phase of its development, further embedding the Academy into the life of the community and continue to deliver an outstanding education for all local young people while overseeing ambitious capital expansion plans.

The Principal will provide effective professional leadership, developing and promoting a shared vision and strategic plan, instilling a culture that focuses on excellence, equality and high expectations for all Plume students, staff and other stakeholders.

### **Personal Qualities**

The successful applicant should have a good honours degree and a QTS or equivalent teaching qualification and have proven successful experience of outstanding leadership within a secondary setting and hold the NPQH qualification.

Applicants should be hardworking, enthusiastic and have a high level of commitment and ability to focus on fostering the teaching, learning and personal development of Year 7 to 13 students. They should have an interest in new teaching and learning developments, a high level of integrity and desire to visibly lead the Academy which sits in the heart of the vibrant Maldon Community. Experienced candidates should be able to evidence excellent school wide levels of value-added achievement and high retention levels.

### **Responsibilities of the Post Holder**

A full job description and person specification can be found in the New Candidate Information Pack – Principal, which accompanies this advertisement.

### **Remuneration**

Annual salary for a qualified teacher will be in accordance with the academy Teachers Pay Scale, which from appointment for a full time post currently involves a salary within the leadership pay scale of L36 – L41 (£104,696 – £118,293) (2022/23 pay awards) - Negotiable, however, current salary of the applicant will be taken into consideration for salary offered. Salaries are reviewed by national negotiation with effect from 1<sup>st</sup> September each year. Progression through the Teachers Pay Scale is subject to acceptable annual performance development review process.

## **Application Process**

If you are interested in the position and wish to discuss the post prior to application, please email Ms Louise Davis, Executive Assistant, to arrange a telephone conversation and a prospective visit to the academy, via [l.davis@plume.essex.sch.uk](mailto:l.davis@plume.essex.sch.uk)

To apply please complete the Plume Academy application form (please see link via our website). This must be completed and submitted to [HR@plume.essex.sch.uk](mailto:HR@plume.essex.sch.uk) by the closing date stated (unaccompanied CVs or third party application forms will not be accepted). Previous applicants for this role need not apply.

**Closing Date: 12 noon 6 April 2023**

**Interviews and assessments are likely to take place during week commencing 17 April 2023**

Plume Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and Trustees to share this commitment.