



PRINCIPAL PERSON SPECIFICATION

This acts as the selection criteria and gives an outline of the type of person and the characteristics required to do the job

Essential: without which the candidate would be rejected

Desirable: useful for choosing between two good candidates

Detail	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Degree or equivalent • Recent and relevant management development 	<ul style="list-style-type: none"> • Relevant further degree, further relevant professional studies • NPQH
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience • A track record of raising standards with students of all abilities in a challenging environment • Demonstrable use of innovative approaches for the development of teaching and learning • Experience of innovative and successful collaboration with business and the community • Relevant curriculum development and development of monitoring and evaluation strategies • Pastoral and disciplinary responsibilities for students • Safeguarding responsibilities to protect and safeguard the interests of all students • Leadership on Quality Improvement • Successful partnership working with other schools, agencies and stakeholders • Successful experience of managing a substantial budget • Ability to lead on action planning and monitoring of improvement 	<ul style="list-style-type: none"> • Management experience in more than one education setting • An existing headteacher or principal • Working with a school in challenging circumstances • Ability to lead on school self-evaluation • Commercial experience or experience of working in the creative, technical, digital media and entrepreneurship industry
Knowledge/skills/abilities	<ul style="list-style-type: none"> • Demonstrable ability to plan strategically and to lead, motivate, develop and inspire staff and manage change • The ability to form relationships with stakeholders such as feeder schools, community groups, lead and associate sponsors 	<ul style="list-style-type: none"> • An appropriate level of understanding of creative, technical, digital media and entrepreneurship and their associated employment contexts • Understanding of students' issues relating to transitioning schools at

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	<ul style="list-style-type: none"> • Thorough knowledge and understanding of current curriculum developments. • Understanding of the principles of and demonstrable ability to apply school improvement / school effectiveness techniques • The ability to analyse and interpret student performance data and set challenging and realistic targets • Ability to create an ethos and structure that allows staff to manage behaviour and which enables all students to achieve their potential • Wide ranging knowledge on the integration of IT systems throughout the curriculum • Knowledge and understanding of the principles and practices of performance management • Ability to work effectively as part of the Academy team including with governors, staff, students, parents, the Lead Sponsor and academic & industry partners • Ability to work effectively with members of local industry and the community • Ability to challenge self, staff and students to develop new outcomes through an entrepreneurial attitude 	<p>14</p> <ul style="list-style-type: none"> • Greater than average knowledge of creative, technical, digital media and entrepreneurship • Business Acumen • Track record of regional partnership working
Equality issues	<ul style="list-style-type: none"> • Demonstrable knowledge and understanding of and commitment to equality of opportunity and inclusive education • Ability to integrate equality policies into service delivery and employment practices 	<ul style="list-style-type: none"> • Knowledge of appropriate national standards • Understanding of issues of equality of gender, class, faith, sexual orientation etc in the context of the secondary school
Other requirements	<ul style="list-style-type: none"> • Ability to work under pressure • Good communications and ambassadorial skills • Ability to prioritise • Good business acumen, with knowledge of business, finance and marketing 	<ul style="list-style-type: none"> • Ability to turn your hand to anything during the early phases • Marketing knowledge for student recruitment • Ability to positively influence public opinion in relation to the UTC