|  |  |  |  |
| --- | --- | --- | --- |
| PRINCIPAL POST – PERSON SPECIFICATION | | |  |
| ITEM | ESSENTIAL | DESIRABLE | MEASURED |
| ORGANISATIONAL FIT | As a Principal in the Central RSA Academies Trust, you will demonstrate the Trust’s values:   * Creativity – able to turn powerful thinking into practical action * Integrity – doing the right thing * Inclusion & Community - able to lead winning teams, with success for ALL |  | Application, Interview and Assessment |
| QUALIFICATIONS/TRAINING | QTS  Evidence of Continued professional development, including leadership development | NPQH | Application, Interview |
| EXPERIENCE | * Managing and Leading groups of people to successful outcomes * Understand and experience of school context compliance (regulatory/legal) * Developing strategies for school improvement * Managing a range of diverse resources including human resources for best learner outcomes * Curriculum Design focus on resource and learner outcomes * Building of strong community links with stakeholders * Working with range of stakeholders for e.g. Governing bodies, trusts, community groups, sponsors etc * Managing Business Operational areas – such as finance, HR, IT etc * Candidate will also be measured against the professional standards for Headship | Previous experience of successful Headship | Application, Interview and Assessment |
| KNOWLEDGE | Exceptional knowledge in the following areas:   * Compliance/Regulatory requirements * OFSTED requirements * Aims and objectives of Trust/School * Educational context and the national backdrop * EFSA regulations and Financial requirements in schools * Schools Governance * Health & Safety in schools * Candidates will also be measured against the professional standards for Headship | RSA role as a Sponsor | Application, Interview and Assessment |
| PERSONAL ATTRIBUTES | Strong Leader  Excellent Communicator  Influencer  Collaborator  Creative  Resilient  Savvy  Candidates will also be measured against the professional standards for Headship |  | Interview and Assessment |