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| 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 | QTSEvidence 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 LeaderExcellent CommunicatorInfluencerCollaboratorCreativeResilientSavvyCandidates will also be measured against the professional standards for Headship |  | Interview and Assessment |