

Person specification: Principal

Qualifications and training	Essential	Desirable
First degree	✓	
Recognised Qualified Teacher Status	✓	
Recent and relevant professional development	✓	
NPQH or NPQSL		✓
Higher degree relevant to Headship		✓

Experience/employment record	Essential	Desirable
Successful track record of leadership at Head, Deputy Head or Assistant Head level in the secondary sector in the UK, including Sixth Form	✓	
Evidence of successful financial and resource management	✓	
Recently worked in a good or outstanding school and understands and can demonstrate what excellence looks like within educational leadership and management	✓	
Successful track record of leadership in the state funded education sector in the UK	✓	

Personal qualities	Essential	Desirable
Integrity and sound judgement	✓	
Sympathetic to the moral purpose and vision of CST	✓	
Approachable, reliable, has presence and is highly visible to students, parents, carers and the wider community	✓	
An outstanding classroom practitioner	✓	
Capacity for and commitment to own personal development	✓	
Supportive, energetic, driven and confident	✓	

Inclusive and collaborative	✓	
Ability to mentor, inspire, coach, influence and motivate others	✓	
An effective decision maker	✓	

Leadership and management (student attainment, progress and wellbeing)	Essential	Desirable
Proven commitment to high levels of student attendance, progress, attainment and safety	✓	
The ability to inspire high levels of performance in all students regardless of their starting points.	✓	
Thorough understanding of monitoring and evaluation strategies relating to student outcomes and the ability to translate information into detailed plans and targets.	✓	
The ability to analyse and interpret complex data	✓	
A commitment to promoting and safeguarding the welfare of young people	✓	

Leadership and management (curriculum, teaching and learning)	Essential	Desirable
Thorough knowledge of the National Curriculum and extensive experience of curriculum delivery, monitoring and assessment	✓	
Ability to analyse and understand complex curriculum issues and respond creatively and effectively		✓
Thorough knowledge and understanding of current issues in education		✓
Experience of methods of mapping school progress and school improvement strategies	✓	
Vision for the development of CPD and teaching and learning strategies		✓

Leadership and management (staff)	Essential	Desirable
Ability to inspire others and provide strong leadership to teachers and support staff	✓	
Ability to delegate appropriately	✓	
Proven experience of developing, empowering and supporting staff	✓	

Thorough understanding of management structures and systems	✓	
Commitment to Equal Opportunities	✓	
Commitment to an open, collaborative and fair culture	✓	

Managing resources	Essential	Desirable
The ability to analyse complex issues relating to finance and resources	✓	
Capable of strategic financial planning, capital projects and budget management		✓

The community and other stakeholders	Essential	Desirable
Thorough understanding of the role of CST and the Local Governing Body	✓	
A track record of working effectively with a Local Governing Body to ensure appropriate monitoring and accountability of all aspects of school activity with a committed drive to working from the School Development Plan.		✓
Effective communication with staff, students, parents, carers and Local Governors	✓	
Ability to establish effective links with the community	✓	
Ability to develop partnerships and shared responsibilities	✓	
Experience of having worked with other primary and secondary schools		✓