Person Specification

Post: Principal

| Attributes | Essential |  | Desirable |  | How identified |
| --- | --- | --- | --- | --- | --- |
| Qualifications | * A good honours degree * Qualified Teacher Status |  | * Post-graduate study * A management qualification, e.g. MBA or equivalent |  | * Documentary evidence |
| Teaching and learning experience | * Evidence of measurable impact as a teacher, middle leader and senior leader * A variety of teaching and management experiences in at least two different secondary schools * Evidence of having improved the quality of teaching through rigorous and robust Performance Management and quality assurance systems |  | * Evidence of impact as a Headteacher or Principal * Experience of Post 16 * Evidence of innovative practice and its impact on student outcomes * Experience of senior leadership in a Multi-Academy Trust * Experience of senior leadership in 2 schools |  | * Application form/CV * Letter * References * Selection process * Ofsted reports |
| Knowledge and skills | * Knowledge of current performance indicators * Outward facing * Make decisions based upon accurate analysis, interpretation and understanding of relevant data and information * Demonstrate good judgement * Keep things simple and consistent, refining and persevering with the chosen course of action * Give clear messages positively and assertively * Communicate effectively in speech and in writing to a range of audiences * Manage good communication systems * Consult and negotiate successfully * Chair meetings effectively * Successfully use a range of appropriate leadership styles * Create and secure commitment to a clear vision * Motivate, inspire and promote effective working partnerships with all stakeholders, including governors * Set ambitious strategic objectives and successfully initiate and manage change and improvement in order to raise standards * Model and demonstrate the Trust’s core values to students and staff at all times * Devolve responsibilities, delegate tasks and monitor and evaluate practices to see that they are being carried out and are effective * Accurately observe lessons and give constructive feedback * Deal sensitively with people and resolve conflicts * Exercise accountability effectively, efficiently and fairly * Prioritise and manage his/her own time effectively * Work under pressure and to deadlines * Achieve challenging professional goals * Take responsibility for one’s own professional development * Have up to date knowledge of essential aspects of Headship and education |  | * Experience of working in a high-performing school * Have led a school through a successful Ofsted * Knowledge of finance and operations * Experience of curriculum planning |  | * Letter * References * Interview * Selection process |
| Character | * A commitment to the values, ethos and principles of the Dixons Academies Trust * The drive, determination and moral purpose needed to further raise performance, close gaps, and grow the Academy’s reputation * A passion for learning and for enabling students to develop as effective and enthusiastic learners * Integrity, empathy, humility, humour, enthusiasm and perseverance * Self-confidence, personal impact, resilience, emotional intelligence and intellectual ability * A concern for the welfare and well-being of all students and staff * An ability to foster a culture of respect and openness * Adaptability to changing circumstances and new ideas * An excellent record of attendance * A commitment to working with other Principals for the benefit of all Dixons students |  | * Experience outside of education that has shaped own sense of perspective |  | * Letter * References * Interview * Selection Process |