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
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| 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
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| 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
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| 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
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