

Northern Education Trust
Post: Principal (North East)

PERSON SPECIFICATION

			Assessed by:	
No	Categories	Essential / Desirable	App Form	Interview / Task
QUALIFICATIONS				
1.	Qualified Teacher Status	E	✓	
2.	Degree (or equivalent)	E	✓	
3.	Evidence of recent and relevant CPD to prepare for headship.	E	✓	
4.	NPQH (or working towards)	D	✓	
5.	Higher degree or post graduate curriculum or leadership qualification.	D	✓	
6.	Be working towards or completed NCTL qualification e.g. LPSH; Consultant Leader	D	✓	
EXPERIENCE				
7.	Substantial experience in secondary education	E	✓	✓
8.	Recent substantial successful experience as a Head or senior leader in secondary education.	E	✓	✓
9.	Evidence of a range of different leadership and management roles and successful experience of working as part of a senior leadership team at a strategic level	E	✓	✓
10.	Evidence of effective management and monitoring of financial resources	E	✓	✓
11.	Evidence of the implementation of successful strategies used to raise pupil progression, achievement and attainment	E	✓	✓
12.	Evidence of making a significant positive impact on the development and improvement of a school	E	✓	✓
13.	Evidence of rigourously monitoring, evaluating and reviewing performance	E	✓	✓
14.	Evidence of promoting effective relationships between staff, students,	E	✓	✓

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	employers, Governors, parents, multi-agency partners and wider community			
15.	Evidence of understanding and application of data to establish benchmarks, set targets for improvement, track progress and evidence improved outcomes	E	✓	✓
16.	Evidence of working at a national level with a range of stakeholders	D	✓	✓
17.	Experience of leadership in more than one school	D	✓	✓
ABILITIES, SKILLS AND KNOWLEDGE				
18.	A clear understanding of what constitutes good practice in delivering inclusive education	E	✓	✓
19.	Up to date knowledge of curriculum and strategies to achieve outstanding learning, teaching, assessment and engagement of young people, including the use of new technologies.	E	✓	✓
20.	Up to date knowledge of local and national policies, priorities and statutory frameworks, particularly those relating to Academies.	E	✓	✓
21.	Understanding the role of the Principal of the Academy, Trust members and school governors.	E	✓	✓
22.	Evidence of knowledge and understanding of risk management	E	✓	✓
23.	Evidence of knowledge and understanding of safeguarding issues	E	✓	✓
24.	Understanding the need to foster a love of learning through sport, outdoor education, the arts and out of hours activities.	E	✓	✓
25.	Understanding and experience of the use of Performance Management to ensure accountability in a school	E	✓	✓
26.	Excellent oral and written communication with a wide variety of audiences across professional and social boundaries	E	✓	✓

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27.	High standards of integrity and a positive role model for pupils and staff	E	✓	✓
28.	An ability to analyse and interpret information to make calm, informed decisions and exercise good judgement even when under pressure	E	✓	✓
29.	An ability to influence key stakeholders, particularly families and the wider local community	E	✓	✓
30.	An understanding of the value of a successful work life balance for self and others	E	✓	✓
31.	A high level of interpersonal skills with the ability to empathise with different points of view and win respect.	E	✓	✓
32.	Leadership qualities to motivate and inspire others	E	✓	✓
33.	Ability to command confidence and credibility	E	✓	✓
34.	An ability to challenge and motivate others to create high performing team work and a forward thinking organisation committed to improvement where all members are valued	E	✓	✓
PERSONAL QUALITIES				
35.	A strong commitment to the Trust values and ethos	E	✓	✓
36.	Persuasive and confident in a range of environments	E	✓	✓
37.	Commitment to support the Trust's agenda for safeguarding and equality and diversity	E	✓	✓
38.	A flexible approach and a strong work ethic	E	✓	✓
39.	Stamina, resilience, reliability and integrity	E	✓	✓