



**Crewe Engineering  
& Design UTC**



**University  
Technical  
Colleges®**

## PERSON SPECIFICATION

### PRINCIPAL OF CREWE ENGINEERING AND DESIGN UTC

As Principal, you will play a vital and pivotal role in setting strategic vision and leading the direction of the Crewe Engineering and Design UTC.

Key: A = to be demonstrated in Written Application

Education Philosophy	Essential / Desirable	
<ul style="list-style-type: none"> <li>Be committed to and embrace this innovative approach to education, aligned to the vision, values and ethos of the sponsors, members and trustees</li> <li>Be relentless in the pursuit of excellence for all students of the UTC in both technical and academic qualifications</li> <li>Have a determined drive to ensure every single student finds the right pathway to achieve their outstanding</li> <li>Be committed to the development of an animated curriculum where learning is brought to life in partnership with employers</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p></p> <p></p> <p>A</p> <p>A</p>
Qualifications		
<ul style="list-style-type: none"> <li>Be qualified to degree level, desirably in a discipline connected to the UTC specialisms</li> <li>Successfully achieved Qualified Teacher Status</li> <li>Undertaken the National Professional Qualification for Headteachers (NPQH)</li> <li>Undertaken additional leadership or management level qualifications</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Desirable</p> <p>Desirable</p>	<p>A</p> <p>A</p> <p>A</p> <p>A</p>
Leadership		
<ul style="list-style-type: none"> <li>Have the vision, determination and experience to succeed, gained in a previous Senior Leadership position</li> <li>Strive for best practice in all that you do and work with stakeholders (e.g. Baker Dearing Trust) to ensure that the organisation can learn from best practice where appropriate and necessary</li> </ul>	<p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>A</p> <p>A</p> <p>A</p>

<ul style="list-style-type: none"> <li>• The ability to drive change whilst maintaining a stable and productive workforce</li> <li>• Deliver creative and innovative solutions in order to provide the best possible education for all students</li> <li>• Provide consistent and appropriate support and challenge to colleagues to raise aspirations and achieve outstanding outcomes</li> <li>• Successful strategic and resource planning and deployment towards the agreed development plans, aims and objectives</li> <li>• Lead and inspire a team of people to deliver the best quality outcomes in terms of achievement and progress for all learners</li> <li>• Drive effective and relevant CPD for all staff, including yourself</li> <li>• Provide accurate and coherent presentations of performance and priorities to a range of stakeholders, including action plans for future interventions</li> <li>• Demonstrate an inclusive style of leadership that involves all stakeholders in planning and decision making, as appropriate</li> <li>• Be a visible leader, who can demonstrate credibility from past leadership experience and includes parents and the local community in the enrichment of school life</li> </ul>	Essential	A
	Essential	
	Essential	
	Essential	A
	Essential	A
	Essential	
	Essential	
	Essential	A
<b>Resource Management and Sustainability</b>		
<ul style="list-style-type: none"> <li>• A track record of resource management and financial planning at a senior level</li> <li>• Successful experience of managing a budget with conflicting priorities and ensuring value for money aligned to agreed development plans and priorities</li> <li>• A demonstrable background of stakeholder engagement, with a particular focus of working on student recruitment and admissions</li> <li>• Experience/knowledge of working in partnerships with external stakeholders and/or other schools to achieve value for money (e.g. shared services or Multi Academy Trusts)</li> </ul>	Essential	A
	Essential	A
	Essential	A
	Desirable	A
<b>Delivering the Difference</b>		
<ul style="list-style-type: none"> <li>• A track record of delivering consistently high quality teaching, learning and outcomes</li> <li>• Ability to establish and maintain the highest possible standards in relation to Safeguarding and Health and Safety practices</li> <li>• A strong track record of successful engagement with a external stakeholders</li> </ul>	Essential	A
	Essential	A
	Essential	A

<ul style="list-style-type: none"> <li>• An in-depth knowledge of appropriate curriculum structures and development opportunities in both vocational and academic pathways</li> <li>• Ability to think strategically and innovatively to prioritise demands and deliver on agreed strategies and plans</li> <li>• An awareness of the educational landscape and the context of the UTC within this.</li> </ul>	Desirable	
	Essential	
	Desirable	