



## St Ambrose College, Hale Barns Person Specification – Principal

Person Specification	Essential	Desirable	Assessment method
<b>Qualifications and professional development</b>			
Qualified teacher status.	✓		A, C
Graduate qualification.	✓		A, C
Holding or in the process of completing the NPQH, MBA or another relevant qualification (e.g. Master's degree).		✓	A,C
Evidence of recent professional development in relation to leadership and management.		✓	A
Has successfully undertaken appropriate safeguarding training.	✓		A
<b>Faith commitment</b>			
Practising Catholic.	✓		A, I
Demonstrable commitment to Catholic ideals.	✓		I
Has taught in a Catholic school	✓		A, I
Catholic Teacher's certificate or equivalent theological qualification.		✓	A, C
<b>Experience</b>			
Experience of working within an outstanding school		✓	A
Experience of senior management in a secondary school.	✓		A
Experience of senior management within an 11-18 school.		✓	A
Relevant experience in more than one school.		✓	A
Experience of managing a significant budget.		✓	A, I
Experience of mentoring, developing and motivating staff.	✓		A,I
Recent proven record of raising student achievement.	✓		A, I



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State-funded Independent Catholic Grammar School

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Experience of developing and sustaining positive collaborative relationships with a wide range of internal and external stakeholders.		✓	A, I
<b>Skills and attributes</b>			
Understand the roles and responsibilities of a modern Governing Body	✓		A, I
The ability to think strategically.	✓		A, I
The ability to build and communicate a coherent distinctive vision.	✓		A, I
The ability to inspire, challenge and motivate others to attain high goals.	✓		A, I
The ability to plan collaboratively, prioritise and delegate effectively.	✓		A, I
The ability to drive improvement and challenge underperformance.	✓		A, I
The ability to tackle difficult issues in a proactive and positive way.	✓		A, I
The ability to deal sensitively with people and to resolve conflicts.	✓		A, I
The ability to foster an open, fair and equitable culture.	✓		A, I
The ability to analyse data, identify patterns and devise meaningful targets.	✓		I
Outstanding communication and interpersonal skills.	✓		I
The ability to think creatively to anticipate and solve problems.	✓		A, I
<b>Professional knowledge and understanding</b>			
A good up to date knowledge of recent and future developments in education and the skills to apply these in the school.	✓		I
An understanding of the legislation governing schools including employment.		✓	I
Clear understanding of what constitutes quality teaching, learning and assessment.	✓		I
Knowledge of monitoring and evaluating performance consistently across a school and use of self-evaluation.	✓		A, I

Hale Barns, Altrincham, WA15 0HE.

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Knowledge of best practice and procedures for safeguarding children and young people.	✓		A, I
Knowledge of regulatory and inspection frameworks (Ofsted and Diocesan).	✓		I
Knowledge and understanding of IT in order to improve education provision.		✓	I
Be aware of the National Standard of Excellence for Head Teachers.	✓		I
<b>Personal qualities</b>			
A positive role model for students and staff.	✓		A, I
To act with honesty and integrity.	✓		A, I
A well-developed self-awareness.	✓		I
A natural authority and strong presence in school and in the wider community.	✓		A, I
Strong leadership, underpinned with the skills to motivate effective team working whilst being open to challenge.	✓		A, I
A passion and vitality for teaching and learning and working with young people.	✓		A, I
A capacity to work in stressful, time-limited situations with personal flexibility and good humour.	✓		A, I
Willingness to explore and embrace new ideas and be innovative in approach.	✓		A, I
Demonstrable qualities of adaptability and resilience.	✓		A, I
<b>Safeguarding children</b>			
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	✓		I
A clear understanding of child protection issues.	✓		I
Appropriate attitudes to the use of authority and maintaining discipline.	✓		A, I
Enhanced DBS clearance.	✓		C
Has successfully completed Safer Recruitment Training.		✓	C

A – Application form

I – Interview

C - Certificate

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