

Person Specification

Post: Principal Designate / Head of School

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Good honours degree • PGCE secondary (QTS) 	<ul style="list-style-type: none"> • Good degree from a Russell Group university • Masters degree or leadership qualification 	<ul style="list-style-type: none"> • Application
Teaching and learning experience	<ul style="list-style-type: none"> • Evidence of outstanding results at every level (classroom teacher, middle leader, senior leader) • At least 3 years' experience at senior level • Recent experience of leading a successful sixth form • Familiarity with all aspects of post-16 provision: curriculum, performance measures, funding arrangements, HEI advice and guidance, UCAS application etc • Leadership of improvement at whole-school level • High-profile role with staff and students • Current evidence of strong collaborative senior leadership • Experience of holding to account leading to impact on standards • Strong understanding of the local and national context • Knowledge of the current Ofsted framework and an understanding of what it takes to be outstanding • Clear understanding of school monitoring, appraisal and data systems 	<ul style="list-style-type: none"> • Experience of working in a diverse inner-city school with high standards and expectations and a relentless drive for improvement • Experience of working in a high performing institution 	<ul style="list-style-type: none"> • Application • Reference • Interview
Knowledge and skills	<ul style="list-style-type: none"> • Excellent written and spoken standard English • Proven track record of being judged as an outstanding A level teacher in own classroom (day to day and teaching over time) • Ability to lead by example and quickly establish credibility • A meticulous attention to detail and an understanding that the small things are hugely symbolic • Ability to turn a large scale project into a realistic action and achievable plan • Ability to command the respect of students and staff in changing situations 		<ul style="list-style-type: none"> • Application • References • Interview

Attributes	Essential	Desirable	How identified
Knowledge and skills	<ul style="list-style-type: none"> • The knowledge, experience and gravitas to contribute to the strategic direction of an academy driven to be the best it possibly can be • Ability to establish successful relationships with stakeholders at all levels • Ability to work in a fast-paced, forward looking culture, maintaining a can-do and solution-focused approach • Ability to demonstrate value and trust in all, regardless of social characteristics • Ability to demand high expectations with staff and students whilst winning hearts and minds 		<ul style="list-style-type: none"> • Application • References • Interview
Character	<ul style="list-style-type: none"> • Strong moral purpose and desire to make a difference to the lives of Bradford children • An utter belief that all barriers to social mobility can be removed • Enthusiasm, drive, determination, flexibility • Empathy, affability and a good sense of humour • Confidence, influence and gravitas • Positivity and resilience • Tact and diplomacy • Analytical and self-reflective character • Concern for individuals and teams, • Highly effective communication with a variety of audiences • Commitment to working in a 'can-do' culture with a commitment to a continuous drive for improvement • Commitment to the happiness, self-esteem and progress of all at the school • Commitment to the Dixons Mission and working collaboratively to improve the life-chances of students in all Dixons academies. • Aspiration to work within the Dixons Academies Trust and commit to our vision and values • Desire to lead a sixth form academy that competes with the best across the country 		<ul style="list-style-type: none"> • Application • References • Interview