**Person Specification**

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| **Job Title** | Principal |
| **Department** | Executive Management Team |
| **Responsible To** | Chair of the College Board |
| **Responsible For** | Leadership of College |
| **Salary** | Competitive salary in line with UHI partner College Principal salary levels |
| **Location** | Most appropriate College campus agreed with the Chair |

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** | Qualified to degree level supported with on-going and current continuous professional development. | A postgraduate qualification and / or published research papers or projects. |
| **Experience, Knowledge and Skills** | Able to demonstrate a record of achievement at senior management level.  Able to demonstrate a record of achievement in the Further or Higher Education sector or a related sector.  Thorough knowledge of issues facing senior management in Further or Higher Education of a related sector.  Clear understanding of educational related legislation.  A thorough knowledge and experience of developing and implementing organisational strategy.  A proven track record in financial and budgetary control.  A proven track record and evidence of success in achieving diverse sources of income. | A thorough understanding of curriculum development and academic innovation. |
| **Professional and Personal Qualities** | A Strategist with the ability to scan the organisational landscape to identify opportunities and threats. Able to analyse those upcoming issues, identify and develop strategic and tactical solutions, achieve buy in to the required course of action and deliver the result.  A strategic thinker with business acumen and excellent communication skills.  Proven effective and inspirational leadership abilities and people management skills.  Outstanding interpersonal skills and exceptional negotiating skills.  Proven track record in academic leadership and community engagement. | Recent participation in recognised leadership programme. |
| **Other Circumstances** | Driving Licence |  |