**Principal Person Specification**

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| **Criteria** | **Essential** | **Desirable** | **Sources of Evidence** |
| **Education, Qualifications and Professional Development** | * honours degree * qualified teacher status * evidence of continuous personal/professional development | * evidence of post-graduate study or research * NPQH | * application form * certificates |
| **Experience** | Evidence of success in:   * effective leadership in a secondary school * working in a number of roles at senior leadership level as Assistant Head/ Deputy Head or Headteacher * delivering a vision through strategy and action * creating and developing policy * promoting outstanding teaching and learning and the highest levels of achievement * monitoring and evaluating teaching and learning to ensure that standards are consistently high * leading and developing the curriculum * project management to plan and implement change * the effective management of people and resources, including budgetary responsibility * motivating, integrating and directing the school community * developing and maintaining strong relationships and partnerships with the governing body, students, parents and other stakeholders | Evidence of success in:   * curriculum and pastoral leadership * more than one secondary school * developing participation in a wider school experience * encouraging and developing links with the wider community | * application form * letter of application * references |
| **Professional skills and knowledge** | Candidates will have:   * knowledge of the key legal issues relating to the leadership and management of a school * knowledge of national trends that could impact upon the school * knowledge of models of learning and teaching * understanding of attendance and behaviour management * a passion for excellence in the learning process * financial awareness and the ability to understand, plan and manage the budget * the ability to analyse and interpret complex information and explain key elements in simple terms * the ability to lead and communicate a shared vision for the school * the ability to think strategically and to plan and implement change as necessary * the ability to inspire, challenge and motivate others * the ability to recognise and deal effectively with poor performance * the ability to model the values and vision of the school and lead by example * excellent oral and written communication skills * a commitment to the promotion of the school’s ethos with reference to inclusion and diversity * the ability to build effective working relationships and networks both within and outside the school * the ability to demonstrate political insight and anticipate trends | Candidates may have:   * the ability to promote and market the school | * letter of application * selection process * references |
| **Personal Qualities and Attributes** | * committed * enthusiastic * self-motivated * well organised * resilient * works effectively under pressure * inspires respect * decisive with sound judgement * emotionally intelligent * a calm demeanour | * has a good work/ life balance * an independent thinker | * selection process * references |