



Ark St Alban's Academy

Principal

Do you have the vision, passion and rigour to lead this outstanding high-profile secondary school in Birmingham?

Ark St Alban's Academy has an outstanding rating from Ofsted, and a track record of delivering great outcomes for the children of the community it serves.

We believe that all children can – and will - achieve, and we do everything we can to make sure that they reach their goals. We act with integrity and discipline to challenge all members of our community to make the most of their God-given talents.

We have much to be proud of and celebrate but know that there is always more to do and achieve. We are now seeking an experienced and ambitious school leader who sees this is an opportunity not only to lead an outstanding school but to make it better.

Joining St Alban's means you will be joining an outstanding high-profile school known for its academic excellence. You'll continue the great progress the school has made, while helping to lead Ark's expansion in Birmingham.

Ideal candidates will:

- Have a very clear understanding of what makes a great school and the skills and character required to develop this
- Be a great teacher themselves. As a leader of teaching, we are looking for someone who really knows what great learning looks like in the classroom and how to achieve it
- Be fully aligned with Ark's values and six pillars
- Be excited by, and committed to, supporting practices that will drive great progress in the Ark Birmingham area and across the wider network of Ark schools

To apply please go to <https://goo.gl/n3AfmR>. Please submit your application by 11.00am on Wednesday 7th March 2018. For further information, a confidential discussion or for any queries please contact Natalie Partridge on 0203 116 7193 or natalie.partridge@arkonline.org

Closing date:	Wednesday 7 March 2018, 11.00am
First Stage Interviews:	13 March 2018
Final Interviews:	29 March 2018
Start Date:	September 2018
Salary:	Highly Competitive

Ark St Alban's Academy is committed to safeguarding children; successful candidates will be subject to an enhanced Disclosure and Barring Service check.

Job Description: Principal

Reports to: Regional Director

Start date: September 2018

Salary: Highly competitive

The Role

The Principal is responsible for providing an outstanding education for all pupils at the academy. The Principal will work with the senior team to establish outstanding teaching and learning and an excellent school culture.

Key responsibilities

- Strategic leadership of the academy and its staff in order to achieve extremely high standards of teaching and learning, behaviour and attainment
- Implementation, coordination and evaluation of the vision, ethos policies and procedures and strategy for the academy
- Leadership of effective external relationships, including with the community and other stakeholders
- Contribution to the overall direction of the ARK Schools network

Outcomes and activities

Personal Leadership and Coaching

- Recruit, train, motivate, manage and mentor all staff
- Instil an ethos of high expectations for behaviour and achievement of all pupils
- Lead the teaching and learning across the academy, teaching and modelling lessons when required
- Lead the development of the academy curriculum and culture
- Maintain strong working relationships with the community, agencies, and stakeholders, including parents and the Governing Body
- Develop partnerships and maintain relationships with other local schools and the local authority to ensure that the vision for regeneration in the area is realised.

Coordination of the Overall Strategy

- Oversee staffing allocation, including support staff, across the academy
- Coordinate cross-academy responsibilities among the senior leaders and staff
- Ensure robust operational systems are in place that support the academy's efficient functioning
- Through the Finance and Resources Function, oversee the academy finance, facilities, catering, resources and across the academy

Development of the ARK Schools Network

- Share innovation and work with others in the network to develop good practice
- Help shape or lead education initiatives across the ARK network.

Other

- Undertake any other responsibilities as directed by the Regional Director and the Chair of the Governing Body.

Person Specification: Principal

Qualification Criteria

- Qualified to degree level and above
- Qualified to teach and work in the UK.

Experience

- Experience of school leadership (at least at deputy head level or equivalent)
- Experience of having helped lead a school that provides an outstanding education for its pupils (ideally in challenging urban environment) and has an excellent standard of teaching and learning.

Behaviours

Leadership

- Effective management style that encourages participation, innovation and confidence
- Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance
- Ability to develop the leadership skills of others
- Strong interpersonal, written and oral communication skills
- Takes personal responsibility for their own actions
- Resilience and motivation to lead the academy through day-to-day challenges while maintaining a clear strategic vision and direction
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.
- Commitment to support the Christian ethos of the Academy

Vision and Strategy

- Vision aligned with ARK's high aspirations and high expectations of self and others
- Clear vision and understanding of how to implement and sustain high quality education in an inner city school. Including: strategically leading all aspects of the academy, such as training, curriculum, learning, administration, finance and communication
- Clear vision and understanding of the strategies to establish consistently high standards of behaviour in an inner city school and commitment to relentlessly instilling these strategies
- Excellent organisational skills and ability to delegate
- Use of data to inform and diagnose weaknesses that need addressing

- Ability to work collaboratively with partner stakeholders, agencies and peers in the ARK Schools networks.

Other

- This post is subject to an enhanced DBS disclosure

Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined [here](#), but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.