

Person Specification

Job Title: Principal

Reporting to: Board of Directors

Responsible for: Senior Leadership Team

1. Education and Qualifications

- University Degree and a teaching qualification.
- Master's degree in an area of Education or NPQH.
- Relevant recent professional development that qualifies the candidate for this post.

2. Knowledge

- An educationalist who understands how to recognise and develop quality teaching and learning.
- An ambassador who can promote and celebrate the British School in the expatriate community of Cairo.
- A global citizen who truly understands the benefit and importance of international education.
- School improvement strategies for schools and how to tackle underperformance in different contexts and at all levels through monitoring and evaluation.
- Principles and practice of quality assurance systems including school self-evaluation and performance management.
- Safeguarding regulations.
- Clear understanding of the importance of appropriate communication with the parents, senior management and the Board.

3. Experience

Essential Experience:

- Must have at least 8 years proven experience of school leadership in a through-school setting (from Primary and Secondary) gained either in the UK or internationally.
- Previous experience of minimum 3 years as a Principal of an international school.
- Experience of successfully leading schools through inspections.

Desirable Experience:

- To have gained experience in a school of 800 students or more.
- Possess a working knowledge of different Key Stage 5 provisions.
- Knowledge of different inspection frameworks (e.g. ISI and CIS) would be an advantage.

Demonstrable Experience:

- Promoting a culture of inclusion.
- Leading by example to promote the vision and values of the school or service for the children, staff, board, and parents.
- Promoting a collaborative style of leadership and the effective recruitment, development and performance of the academic staff.
- Exercising good judgement in difficult circumstances.

4. Skills and Ability

- A confident and genuine communicator who can instill trust among the school and parent body.
- A decisive manager who can make difficult decisions in the interest of the organisation.
- Sensitive to the values that should pervade the NCBIS in a manner that expresses total integrity and probity.
- Articulate and approachable with excellent interpersonal skills both verbally and in writing.
- To be solution focused and have proven sound decision making skills.
- To be proactive, and versatile, with a high level of drive, energy, enthusiasm, resilience, and a sense of perspective.
- Ability to motivate a whole school culture of attainment through effective and collaborative team working.
- Ability to demonstrate commitment, reliability and integrity.
- Approachable and open with staff, pupils and parents, with demonstrable emotional intelligence.
- Ability to create and implement a parent involvement strategy that will ensure parents are involved with the school and have confidence in the school's leadership.

Others:

- Commitment to leading on safeguarding and promoting the welfare of children and young people.
- Commitment to equality and diversity.
- Commitment to NCBIS values.

5. Core Role Competencies

- Strategic Decisions.
- Planning, Organizing and Execution.
- Teamwork and Collaboration.
- Trust and Influencing others.
- Talent Management.
- Collaboration and Engagement.



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