

**Position:** Principal

**Reporting to:** School Governing Board

**Goal:** To lead and manage the school to deliver an outstanding educational experience and continual improvement in student attainment in line with the overall direction and commercial expectations of the Governing Board.

**Person Profile:**

Qualifications and Training	Essential	Desirable
Honours graduate or equivalent	x	
NPQH or other recognised qualification in education management		x
Safeguarding and Safer Recruitment training	x	
Experience		
Senior leadership experience either as Principal, Deputy, or Head of School demonstrating a successful track record of: <ul style="list-style-type: none"><li>managing both direct and indirect staff reports</li><li>working with and reporting to a governing board</li><li>autonomy and accountability for the delivery of organization wide initiatives and projects</li><li>specific achievements at a senior level within organizations</li><li>monitoring and evaluating the performance of a school</li></ul>	x	
Substantial experience working in a British international school environment outside the UK	x	
Substantial classroom based professional teaching experience	x	
Responsibility for developing and enhancing a curriculum	x	
Responsibility for developing and implementing a School Development Plan achieving measurable improvement	x	
Working experience in China		x
Responsibility for operating safeguarding and safer recruitment	x	
Some commercial experience in for-profit education or other industry		x
Some experience working with an external accreditation scheme		x
Knowledge, Skills, Experience and Behaviours		
Basic spreadsheet skills	x	
Basic finance and accounting concepts		x
Basic marketing concepts		x
Knowledge of basic HR process and best practice	x	
Competences		
Communicates well with others engagingly and persuasively, both in writing and in person (one-on-one, group and presentation)	x	
Is a confident advocate for the school willing to engage with external audiences	x	
Is results-oriented, motivated by goals and drives self and others to achieve them	x	

Is well-organised, working within timescales and delivering against deadlines	x	
Seeks solutions to problems, finds a work-around to apparently intractable issues	x	
Is resilient in the face of challenging behaviour, circumstances, and isolation	x	
Accepts accountability and holds others to account	x	
Accepts constructive feedback and uses it to modify behaviour. Is able to give feedback constructively to manage performance	x	
Is able to adapt to new environments, different cultures, and mindsets	x	
Works collaboratively in a team where control is distributed and there are mutual dependencies between team members	x	
Has the courage to admit errors and does not hide information	x	
Is secure in delegating responsibility and in empowering others to achieve	x	