

Person Specification Principal

ESSENTIAL	DESIRABLE
Education/Qualifications	
<ul style="list-style-type: none"> Higher degree level or equivalent QTS NPQH Evidence of other professional study 	<ul style="list-style-type: none"> Evidence of post-graduate study or research Ofsted training
Professional knowledge, skills and competences	
<ul style="list-style-type: none"> Sound knowledge and understanding of all safeguarding requirements, and a commitment to upholding the highest standards of safety for pupils and staff Able to plan and think strategically, including in terms of financial planning, to ensure equitable and effective deployment of budgets and resources Strong knowledge and understanding of system leadership Able to analyse and evaluate standards across the school with precision and accuracy Keen knowledge and understanding of data and assessment systems Politically and financially astute with clear principles that align to the Ninestiles values Able to secure excellent teaching through an analytical understanding of how pupils learn and the core features of successful pedagogy Able to create a culture in which all staff are motivated and supported to develop their own skills and subject knowledge, and to support each other Ability to hold all staff to account for their professional conduct and practice Experience of effective quality assurance approaches, including staff performance management and staff development Successful experience of managing human resources/staffing issues Strong knowledge and understanding of ICT applications and management systems 	<ul style="list-style-type: none"> Experience of inspecting for Ofsted
Experience	
<ul style="list-style-type: none"> Effective senior leadership in 2 or more schools in a range of circumstances, particularly in urban settings Have realised a vision into reality through strategic planning and implementation Have direct experience of significant, validated school improvement work with strong impact on standards 	<ul style="list-style-type: none"> Experience of supporting school to school improvement in an Academy Trust or federation of schools

<ul style="list-style-type: none"> • Has worked effectively with governing boards and supported governors to understand and exercise their roles effectively • Evidence of positive work with parents to build a strong local school community • Experience of dealing effectively with poor performance and to use appraisal as a tool for improvement • Experience, as a leader, of at least 2 Ofsted inspections 	
Personal qualities	
<ul style="list-style-type: none"> • Ability to inspire and influence others – within and beyond school- to believe in the fundamental importance of education and to promote the value of education • Full adherence to the 9 Nolan principles of public life • Discretion, tact and integrity • Proven ability to lead by example with integrity, creativity, resilience and clarity, drawing on your own scholarship, expertise and skills and those around you • Creates highly effective relationships with colleagues and other professionals to improve outcomes for pupils • Innovative and outward thinking, creative in finding solutions • Resilient; able to challenge others rigorously and to withstand challenge yourself • Empathetic and emotionally literate • Inspires respect • Decisive with sound judgment • Self-motivating and enthusiastic 	