

Person Specification

Post: Principal

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree 	<ul style="list-style-type: none"> • Relevant CPD e.g. NPQH • Post-graduate study 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Minimum 3 years' senior leadership experience with significant impact • Leading culture • Robust self-evaluation, strategic thinking and improvement planning • Leading significant whole-school change successfully • Engaging positively with different stakeholders 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working in a high-performing school • Senior leadership in an academy • Senior leadership in more than one school • Significant impact as a Principal • Financial planning and control • Working with local governors 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students and staff • Build a cohesive team, create clarity, over-communicate clarity and reinforce clarity • Strong analytical and strategic thinking skills • Simplify complex issues • Thorough knowledge and understanding of current curriculum developments and how students learn • Highly visible and sweat the small stuff • Ensure a culture and structure for managing behaviour which enables all students to achieve • Promote a sense of urgency and rigour • Powerful incremental coaching • Strong impact on teams, particularly in relation to improving learning • Hold others to account for high standards and address underperformance • Empower colleagues so they experience real, significant personal growth • Develop staff to become better leaders • Current educational policy • Budgetary planning • Governance • Sensitively resolve conflict • Strong self-awareness 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Contextual awareness and political astuteness • Develop, maintain and use an effective network of contacts • HR and operations 	<ul style="list-style-type: none"> • Application • Interview • References

Attributes	Essential	Desirable	How identified
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills; presence • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy 		<ul style="list-style-type: none"> • Application • Interview • References