

**PERSON SPECIFICATION: PRINCIPAL**

|  |  |  |
| --- | --- | --- |
| **CRITERIA** | **ESSENTIAL/**  **DESIRABLE** | **ASSESSMENT** |
| **Education, Qualifications and Professional Development**  Honours Degree or Equivalent  Qualified Teacher Status  Evidence of commitment to Continuing Personal and Professional Development (CPD)  Higher Degree and NPQH | E  E  E  D | AF  AF  AF, I  AF |
| **Experience**  Significant recent effective and successful senior leadership experience in a secondary school  Strong track record of promoting outstanding teaching and learning to the highest levels of achievement  Significant experience in the effective management of people and resources  Demonstrable experience of successfully planning and implementing change  A thorough understanding, appreciation and impact of school budget management and financial strategy  Evidence of significant involvement in the delivery of Performing Arts  Experience of leadership in a Boarding School | E  E  E  E  E  E  D | AF  AF, I  AF, I  AF, I  AF, I  AF, I  AF, I |
| **Skills, Abilities and Personal Characteristics**  A passion for excellence in the learning process and development of young people  Thorough understanding the process of strategic planning and school evaluation  The ability to lead and communicate the vision for the school, setting high standards in all areas of school life and leading by example  Able to set out a dynamic, modern and forward looking agenda which will inspire, encourage and motive the school’s talented and committed staff to deliver the best possible outcomes for students  Commitment to promoting best practice in the safeguarding of young people and child protection  The ability to build effective and strong working relationships with the Board of Directors, students, parents, staff and the wider community  Outstanding interpersonal skills including excellent communication skills  Commitment to delivering outstanding pastoral care, trust and respect; and understanding how to provide it  Detailed knowledge of current curriculum and assessment issues  Significant knowledge of key legal, financial and HR issues relating to the leadership and management of a secondary school  Up-to-date knowledge of the Ofsted and ISI frameworks  Financial awareness and the ability to understand, plan and manage the budget  Demonstrable motivation and drive to achieve the best for the school  Ability to embrace innovative ways of working to deliver school goals  Flexible, emotionally resilient and well organised  Approachable, calm and collaborative  Demonstrable experience of excellent leadership skills from establishing and communicating a vision, to effective delivery | E  E  E  E  E  E  E  E  E  E  E  E  E  E  E  E | AF, I  I  AF, I  AF, I, Certs  AF, I, P  AF, I  I  AF, I  AF, I  AF, I  I  AF, I, P  I  I  I  I |

NOTE: The following assessment methods, as appropriate will include: Application Form, Interview, Personal Statement, Presentation, Exercise

SALARY: £65,000 - £72,000 dependent upon experience