

**PERSON SPECIFICATION: PRINCIPAL**

|  |  |  |
| --- | --- | --- |
| **CRITERIA** | **ESSENTIAL/****DESIRABLE** | **ASSESSMENT** |
| **Education, Qualifications and Professional Development**Honours Degree or EquivalentQualified Teacher StatusEvidence of commitment to Continuing Personal and Professional Development (CPD)Higher Degree and NPQH | EEED | AFAFAF, IAF |
| **Experience**Significant recent effective and successful senior leadership experience in a secondary schoolStrong track record of promoting outstanding teaching and learning to the highest levels of achievementSignificant experience in the effective management of people and resourcesDemonstrable experience of successfully planning and implementing changeA thorough understanding, appreciation and impact of school budget management and financial strategyEvidence of significant involvement in the delivery of Performing ArtsExperience of leadership in a Boarding School | EEEEEED | AFAF, IAF, IAF, IAF, IAF, IAF, I |
| **Skills, Abilities and Personal Characteristics**A passion for excellence in the learning process and development of young peopleThorough 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 exampleAble 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 studentsCommitment to promoting best practice in the safeguarding of young people and child protectionThe ability to build effective and strong working relationships with the Board of Directors, students, parents, staff and the wider communityOutstanding interpersonal skills including excellent communication skillsCommitment to delivering outstanding pastoral care, trust and respect; and understanding how to provide itDetailed knowledge of current curriculum and assessment issuesSignificant knowledge of key legal, financial and HR issues relating to the leadership and management of a secondary schoolUp-to-date knowledge of the Ofsted and ISI frameworks Financial awareness and the ability to understand, plan and manage the budgetDemonstrable motivation and drive to achieve the best for the schoolAbility to embrace innovative ways of working to deliver school goalsFlexible, emotionally resilient and well organisedApproachable, calm and collaborativeDemonstrable experience of excellent leadership skills from establishing and communicating a vision, to effective delivery | EEEEEEEEEEEEEEEE | AF, IIAF, IAF, I, CertsAF, I, PAF, IIAF, IAF, IAF, IIAF, I, PIIII |

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

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