

PERSON SPECIFICATION

Executive Principal

Scale: L37 - L43

Part One:

1. Essential Experience

- a. Experience of delivering high quality school improvement and educational services.
- b. Successful track record of senior leadership.
- c. Experience of working effectively with partner agencies, businesses and the voluntary sector.
- d. Evidence of leadership of successful change management.
- e. Experience in effective strategic and operational financial/resource management.

2. Essential Knowledge/Skills

- a. Postgraduate qualification related to field, which demonstrates a knowledge of Education and Early years legislation including the Ofsted frameworks.
- b. Understanding the working of Multi-Academy Trusts.
- c. Knowledge of Children's Services legislation.
- d. Highly effective skills to challenge and support schools and other settings.
- e. Ability to set and articulate vision and strategy, engaging staff.
- f. Political sensitivity and an ability to establish positive relationships, which engender confidence and respect.
- g. Effective analytical skills and ability to set and achieve stretching strategic targets.
- h. Highly effective skills to performance manage staff, ensuring continual improvement.

Part Two:

3. Behaviours

- a. Demonstrates high expectations for self and others.
- b. Ensures delivery of a customer and commercial focus.
- c. Promotes a culture of high performance and continuous improvement.
- d. Demonstrates strong communication skills, adapting to differing audiences and situations.

Part Three:

| CRITERIA | ESSENTIAL | DESIRABLE |
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| QUALIFICATIONS | <ul style="list-style-type: none"> • Bachelors degree • Qualified teacher • Evidence of continuous professional development • Relevant postgraduate degree • National Professional Qualification for Headship | <ul style="list-style-type: none"> • Masters degree or higher is an advantage • Evidence of completing senior or middle leadership programmes • National Professional Qualification for Executive Leadership |
| SAFEGUARDING AND WELFARE OF CHILDREN | <ul style="list-style-type: none"> • Suitability to work with young children • Able to form and maintain appropriate relationships and personal boundaries with children and young people • Emotional resilience in working with challenging behaviours | <ul style="list-style-type: none"> • DSL trained |
| EXPERIENCE | <ul style="list-style-type: none"> • Experience of working in a Multi-Academy Trust/secondary school (Post 16)/all through school/supporting schools in other phases • Substantial successful senior leadership experience at Head teacher/Principal level, minimum three years • Successful and substantial teaching experience • Significant, successful leadership and management experience in an educational organisation • Experience of financial management • Experience of developing and consolidating an innovative new curriculum • Experience of successful change management and the improvement of staff performance • Experience of delivering high quality results through strategic leadership • Experience of having worked with and/or within a student centred approach • Experience of performance management of staff • Experience of Ofsted as a Headteacher/Principal | <ul style="list-style-type: none"> • Leadership of a school to achieve outstanding within the Ofsted framework • Evidence of involving employers in curriculum development • Leadership experience in a range of schools • Experience of working in inner city schools • Experience of PFI schools |

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| <p>LEADERSHIP ABILITY</p> | <p>Able to:</p> <ul style="list-style-type: none"> • Think and act strategically with sensitivity to organisational and wider political priorities • Deliver high quality outcomes, producing good results on time and on budget • Make a personal and positive impact on corporate decisions by acting responsibly, with honesty, integrity and with resilience and determination • Describe a vision for excellent teaching and learning and to develop effective plans to implement that vision • Reflect on situations and events and respond constructively • Present views, opinions, arguments in discussion which contribute to positive outcomes • Work effectively with a range of people, staff, parents, pupils, governors, and community members. • Communicate well with individuals, small and large audiences • Analyse and use data to secure improvement • Accept and act on feedback in a constructive way • Give feedback effectively • Design and implement monitoring systems • Design and implement systems for evaluating quality • To work under pressure and meet deadlines | |
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| SKILLS | <ul style="list-style-type: none"> • Managing people and motivating them to give their best. • Coaching staff to improve practice • Problem solving • Organisation • Listening • Excellent teaching skills • Skilled in developing a culture of excellence, high expectations and standards to raise ambitions of pupils • Ensure a robust and creative curriculum offer is in place for all pupils • Excellent communication skills • Provides inspirational leadership, uses emotional intelligence and consistently role models our values | |
| KNOWLEDGE | <p>Up to date knowledge of:</p> <ul style="list-style-type: none"> • Effective pedagogy • New learning techniques and approaches • Ofsted requirements • Data collection, recording and use | |
| OTHER KEY QUALITIES | <ul style="list-style-type: none"> • Integrity • Hard working • Loyal • Resilient • Resourceful • Enthusiastic and with a “can-do” approach • Energiser • Creative • A good team member • A person who enjoys learning and seeks out opportunities to continue learning • Courageous • Honest • Clear moral purpose • Lead by example; firm but fair • High expectations of self and others • Good sense of humour • A self-motivator • Demonstrates a passion for delivering education that is pupil centred and cutting edge | |

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| | <ul style="list-style-type: none">• Highly personally credible and able to work effectively with all stakeholders | |
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Waverley Education Foundation Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates.

March 2024