

## PERSON SPECIFICATION

### Executive Principal of Longley Park Sixth Form

		Essential	Desirable
Qualifications	Honours Degree and teaching qualification (Postgraduate qualification)	✓	
	Evidence of continuous professional development, including in management and leadership	✓	
	Management or Leadership qualification		✓
Knowledge and Understanding	Understanding of Teaching and Learning, post-16 curriculum and the principles of education funding, as well as performance management, quality improvement and self-assessment in a complex organisation	✓	
	Knowledge of key issues facing the sector	✓	
	Understanding of how organisations work and the principles of effective leadership	✓	
	Knowledge of recent educational developments pertaining to post-16 education	✓	
Experience	Significant and successful recent senior management experience within secondary, post-16 or higher education including curriculum, funding, quality, change management and inspection	✓	
	Track record of successful operational management: staff, finances, physical resources and quality initiatives		✓
	Proven management experience of establishing and delivering corporate objectives and of achieving targets within time and resource constraints		✓
	Experience of using data to analyse institutional performance and act upon that analysis	✓	

		Essential	Desirable
Strategy and Leadership	A strategic thinker with the ability to develop a compelling vision and strategy, with the leadership skills and entrepreneurship to turn it into action	✓	
	Innovative with the ability to lead and inspire staff to achieve the highest levels of performance, empowering and developing them through appropriate support and delegation	✓	
	Able to influence, negotiate and consult confidently and effectively on a wide range of issues and at all levels	✓	
	Able to lead successful cultural and organisational change	✓	
External Relationships	Have credibility, presence and the ability to act as an ambassador for the Academy	✓	
	Have a track record of establishing and maintaining effective partnerships both inside and outside the education sector		✓
Attributes	Strong drive for personal and organisational achievement	✓	
	Passionate about teaching, learning and student achievement	✓	
	A strong commitment to inclusion, open access and raising aspiration among the Academy's learners and local community	✓	
	High level of personal and professional integrity	✓	
	Excellent analytical and problem-solving skills, including numerical analysis leading to action	✓	
	Resilience and determination to cope with a challenging and changing educational and operational landscape	✓	
	Exceptional political judgement and the ability to maintain a calm demeanour in high stress environments	✓	