



Principal at Brockington College: Person Specification

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"> • First Degree • Teaching qualification (QTS) • Evidence of recent and relevant training and development at principal level and/or in preparation for becoming a principal 	<ul style="list-style-type: none"> • Higher qualification in education and/or NPQH 	<ul style="list-style-type: none"> • Application form • Certificates
Experience	<ul style="list-style-type: none"> • Substantial experience with a record of excellent teaching in more than one school • A minimum of three years' experience at vice principal/principal level • Proven track record of raising educational standards 	<ul style="list-style-type: none"> • Curriculum and pastoral experience at senior management level • 11-16 experience 	<ul style="list-style-type: none"> • Application form • Letter of application • Selection process • References
Shaping the future	<ul style="list-style-type: none"> • Capacity to recognise and build on the considerable successes of the college and formulate a vision for innovation and improvement • Sound knowledge and understanding of wider educational agenda including national policies and educational issues as well as statutory and legal framework governing the operation of a academy • Experience of successfully leading change and inspiring others 	<ul style="list-style-type: none"> • High profile in academy and community • Proven track record of change management • Experience of leading an outstanding school 	<ul style="list-style-type: none"> • Letter of application • Selection process • References
Leading teaching & learning	<ul style="list-style-type: none"> • Evidence of setting ambitious goals and targets. Using data and benchmarks to monitor and judge progress • Successful experience of curriculum development and a commitment to an extensive range of extra-curricular activities • Ability to lead and inspire high quality teaching and learning • Ability to inspire, demonstrate and support the highest of expectations for all • Commitment to include and make a difference for every child • Recognition and promotion of the role parents, carers and families play in helping young people succeed and thrive • Successful experience of positive behaviour management and development of a student focused inclusive and effective learning environment 		<ul style="list-style-type: none"> • Letter of application • Selection process • References
Developing self and working with others	<ul style="list-style-type: none"> • Capability to make and take decisions and delegate appropriately • Commitment to the encouragement, empowerment and training of staff • Commitment to own self development 		<ul style="list-style-type: none"> • Letter of application • Selection process • References

Leading and managing the organisation	<ul style="list-style-type: none"> • Full commitment to working effectively alongside trustees and governing body • Commitment to promoting the values and ethos of a Church School and to working in partnership with the Diocesan Board of Education • Capacity to undertake effective strategic financial and resource management to ensure efficiency and value for money • Capacity to build on and manage high performance teams • Ability to use strong and effective management systems underpinned by clear communication • Commitment to the continuation of our strong links and partnerships with governors, staff, parents, carers, pupils, the wider community, other schools and international work • Ability to continue to develop the college's response to its changing community and a commitment to promoting community links • Ability to recognise and build on the college's multi-agency links • Evidence of involvement in whole school self-evaluation and accountability and the school improvement process • Ability to use a rich set of data to understand the strengths and weaknesses of the academy 	<ul style="list-style-type: none"> • Experience of business links • Experience of working in partnership with other schools 	<ul style="list-style-type: none"> • Letter of application • Selection process • References
Personal qualities & attributes	<ul style="list-style-type: none"> • Ability to lead by example with high professional standards • Passionate about education • Articulate and approachable with excellent interpersonal skills both verbal and written • Proven, sound problem solving and decision making skills combining with the ability to lead, inspire, influence and manage change • Proactive and innovative with a high level of drive and enthusiasm, aspiration, resilience, reliability and integrity • Ability to relate empathetically to and work with parents, carers, staff students, governors and the wider community 	<ul style="list-style-type: none"> • A commitment to the Christian faith 	<ul style="list-style-type: none"> • Letter of application • Selection process • References
Specific requirements	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of young people • Commitment to, and evidence of, promoting diversity and equality of opportunities • Suitability to work with young people 		<ul style="list-style-type: none"> • Letter of application • Selection process • References • DBS