

Person Specification for the Post of Principal

Qualifications	<ul style="list-style-type: none"> • First degree or equivalent is essential. • Qualified teacher status or PGCE (post compulsory including 14+) is essential. • NPQH, MBA or similar would be desirable. • Relevant training in educational management/leadership.
General	<ul style="list-style-type: none"> • An inspirational leader and strategist, passionate about teaching and learning. • Has a passionate belief in the power of the arts to transform young people's lives. • Respectful towards all students, with an unshakable belief in their entitlement to a high quality education, whatever their circumstances and ability. • Committed to raising standards of achievement through innovative practice.
Experience	<ul style="list-style-type: none"> • Successful experience as a leader and manager in education. • Successful involvement in performance management, self-evaluation processes and data analysis as an aid in personal and institutional improvement, development and change. • Implementation of initiatives for raising attainment and raising the quality of teaching and learning. • Successful working relationships with students, staff, parents/carers, Governors, the Local Authority and wider community. • Good financial management skills with an ability to manage complex budgets. • Successful experience in leading and managing change and innovation in seeking high performance. • Effective development of practices to support the concept of inclusive education.
Leadership and Management	<ul style="list-style-type: none"> • Ability to articulate and communicate the vision and embody the values that make the Academy unique, ensuring that they are translated consistently by leadership and management, enabling the highest levels of student achievement. • Enthusiasm to take the Academy forward through a process of development and ongoing improvement which is based on critical evaluation, sound planning and challenging targets. • Commitment to leadership by example. • Proven practice in selecting, leading, motivating and supporting staff to achieve high standards for all. • Ability to attract, develop and retain a skilled, experienced and motivated staff team. • Ability to facilitate the successful development of the Academy building.
Skills and Abilities	<ul style="list-style-type: none"> • Able to lead, motivate and develop people of all ages to work individually and in teams towards a common goal.

	<ul style="list-style-type: none"> • Able to make decisions, identify and solve problems based on thorough analysis and sound judgement. • Able to analyse and use data to establish benchmarks and set challenging targets for improvement. • Excellent interpersonal, written and oral communication skills. • Strong organisational skills and ability to work well under pressure, delegate, plan and manage time effectively. • Personal resilience and the ability to maintain staff morale at times of pressure and change. • Able to plan strategically for the future including curriculum and teaching strategies and staff and resource deployment. • The ability to ‘think outside the box’ in order to stimulate innovation and to secure the future success of the Academy.
<p>Knowledge and Understanding:</p>	<ul style="list-style-type: none"> • Current national policies, educational issues and the statutory and legal framework within which an Academy operates. • A clear understanding of key issues relating to the development of the ethos and specialisms, particularly new technologies, of the Academy. • A sophisticated understanding of the importance of new technologies and the creative industries. • Sound knowledge of appropriate strategies that underpin raising pupil attainment. • The application and potential of ICT in education.
<p>Personal Qualities and Attributes</p>	<ul style="list-style-type: none"> • Committed to ongoing personal and professional development. • Present a positive role model in carrying out duties and when representing the Academy. • Possess integrity and relate appropriately to inspire commitment, enthusiasm and confidence from staff, students, governors and parents/carers. • A life-long learner who understands the importance of new ideas, taking risks and using challenges as an opportunity to grow and learn. • A willingness to personally embrace and celebrate the ethos and values of the Academy.