

PERSON SPECIFICATION- Executive Principal

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential/Desirable	How Identified
<input type="checkbox"/> QTS and Leadership qualifications	E	Application form/Certificates
Knowledge & Experience	Essential/Desirable	How Identified
<input type="checkbox"/> An experienced Secondary or All through Principal/Headteacher with a proven record of improving their current school and raising academic standards	E	Application form/Interview/ Task
<input type="checkbox"/> Understanding of the needs of a multiracial, diverse and evolving community and the implications for academic performance	E	
<input type="checkbox"/> Understanding of the needs of a complex community and ability to support parents/carers and the community to value education	E	
<input type="checkbox"/> Clear understanding of the needs of Excelsior's community in the context of local, regional, national and international education frameworks	E	
<input type="checkbox"/> Understanding of the benefits of working in a MAT and commitment to contributing effectively to the development of the LST MAT	E	
<input type="checkbox"/> Successful experience in more than one headship	D	
<input type="checkbox"/> An understanding of the Schools within a School concept and its benefits	D	
<input type="checkbox"/> Experience of working in a multi-racial multi-cultural community	D	
<input type="checkbox"/> Experience of working with a community with exceptional deprivation	D	
<input type="checkbox"/> Experience as a leader in MAT	D	
Skills & Key Criteria	Essential/Desirable	How Identified
<input type="checkbox"/> Ability to engage with all staff at all levels and enable their development.	E	Application form/Interview/ Task
<input type="checkbox"/> Ability to lead and motivate leaders and enable them to work co-operatively	E	
<input type="checkbox"/> Proven ability to motivate and manage staff through challenging situations	E	
<input type="checkbox"/> Ability to apply effective leadership and management in many contexts	E	
<input type="checkbox"/> Ability to relate positively to pupils of all ages, abilities and ethnic origins	E	

<input type="checkbox"/> Ability to operate effectively and confidently in a political climate	E	
<input type="checkbox"/> Ability to communicate effectively with a wide range of audiences in all formats	E	
<input type="checkbox"/> Ability to meet deadlines and produce responses in very tight time frames	E	
<input type="checkbox"/> Ability to produce and write concise and accurate reports and persuasive arguments	E	
<input type="checkbox"/> Proven ability to effectively manage increasingly tight budgets and resources	E	
<input type="checkbox"/> Commitment to building partnerships with other local and regional schools/ academies and the wider support services that benefit our pupils.	E	
<input type="checkbox"/> Commitment to building partnerships with business - locally, regionally, nationally and internationally and with further and higher education institutions.	E	
Personal Attributes	Essential/Desirable	How Identified
<input type="checkbox"/> A strong, visionary and enabler	E	Application form/Interview
<input type="checkbox"/> A strong team member	E	
<input type="checkbox"/> Standards driven	E	
<input type="checkbox"/> Ability to maintain confidentiality	E	
<input type="checkbox"/> Ability to work outside normal academy hours in line with academy and community needs	E	
<input type="checkbox"/> Ability to travel to multi-site locations across the Trust	E	
Equal Opportunities	Essential/Desirable	How Identified
<input type="checkbox"/> Candidates should indicate an acceptance of, and a commitment to, the principles of the Academy's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	E	Application form/Interview
<input type="checkbox"/> Commitment to equal opportunities policies relating to gender, race and disability in an educational context	E	
Safeguarding	Essential/Desirable	How Identified
<input type="checkbox"/> Commitment to the protection and safeguarding of children and young people	E	Application form/Interview
<input type="checkbox"/> Has up to date knowledge of relevant legislation and guidance in relation to working with young people	E	