

PERSON SPECIFICATION

POST: Principal

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Qualifications			
Educated to degree level or equivalent	✓		A/C
An appropriate teaching qualification	✓		A/C
Management qualifications including financial elements		✓	A/C
Knowledge			
A sound understanding of the current and future issues and policies that impact on post-compulsory education	✓		A,I
Knowledge of funding and quality frameworks in sixth form colleges and further education	✓		A,I,R
Knowledge of funding and quality frameworks in secondary schools and in higher education		✓	A,I,R
Knowledge of curriculum development and quality improvement strategies to raise retention and achievement and widen access and participation.	✓		A,I,R
Knowledge of IT/ILT applications and developments in management information systems		✓	A,I,R
Experience			
Significant management experience in a college or similar organisation	✓		A,R
Experience of strategic and operational planning	✓		A,R
Experience of developing successful partnerships within and beyond the organisation		✓	A,I,R
Experience of responsibility for the management of budgets	✓		A,R
Experience of successfully leading and managing structural and/or cultural change in an organisation		✓	A,I,R
Achievements			
Clear evidence of leadership for high achievement within recent activity	✓		A,I,R
Recent leadership of activity which has been judged by external assessment to be outstanding		✓	A,R

Interpersonal skills and abilities			
Possession of excellent written and oral communication skills	✓		A,I
The ability to negotiate effectively	✓		A,I,R
The ability to develop positive working relationships with individuals at all levels	✓		A,I,R
The ability to delegate effectively and manage the performance of others	✓		A,R
The ability to lead, motivate and inspire others	✓		A,I,R
Other abilities			
The ability to develop, articulate and implement a vision and strategy for the College	✓		A,I,R
The ability to make sound, well-considered evidence-based decisions and judgments	✓		A,I,R
Effective prioritisation and organisational skills	✓		A,I,R
The ability to interpret and evaluate complex information	✓		A,I,R
A commitment to the promotion of equality of opportunity throughout all aspects of College life	✓		A,I,R
A commitment to the maintenance of high safeguarding standards	✓		A,I,R
The ability and willingness to undertake continuous personal and professional development	✓		A,I,R
Personal qualities			
Presence	✓		I,R
Drive	✓		I,R
Ambition for the College	✓		A,I,R
Political awareness	✓		A,I,R
Probity	✓		I,R
Insightfulness/Excellent judgement	✓		I,R
Values aligned to the College's ethos	✓		A,I,R

A: Letter and form of application

I: Interview process

R: References

C: Certificates