

Cornwallis Academy
Person specification for the post of Principal

The students, staff and governors are looking for a strategic leader with the proven leadership skills to lead the school through its ongoing development. We require someone who can continue to build upon our existing high standards as well as rising to the challenge of transforming the school to an Outstanding School.

Section 1 – Qualifications and Requirements

Criteria	Essential	Desirable	Application	Interview
1.1 Qualified Teacher Status	•		•	
1.2 Honours degree or equivalent	•		•	
1.3 NPQH		•	•	
1.4 Higher qualification or training in management		•	•	

Section 2 – Professional Experience and Knowledge

Criteria	Essential	Desirable	Application	Interview
2.1 Experience in at least two secondary schools	•		•	
2.2 Significant experience at senior leadership level	•		•	•
2.3 Proven track record of raising educational standards	•		•	•
2.4 Curriculum and pastoral experience at senior management level	•		•	•
2.5 Evidence of strategic, financial and resource management	•		•	•

Section 3– Leadership and Management

Criteria	Essential	Desirable	Application	Interview
3.1 Capacity to recognise and build on the considerable successes of the school and formulate a vision for innovation and improvement	•		•	•
3.2 Sound knowledge of current and future educational developments	•		•	•
3.4 Experience of working collaboratively with a Governing Body	•		•	•
3.5 Substantial experience of improving student behaviour and attendance	•		•	•
3.6 A commitment to, and vision for, working with the wider community	•			•
3.7 Proven track record of change management		•	•	•
3.8 Proven track record of building strong relationships with other schools		•	•	•
3.9 Ability to lead change for both staff and students	•			

Section 4 – Leading Learning and Teaching

Criteria	Essential	Desirable	Application	Interview
4.1 Evidence of being an outstanding classroom Practitioner	•		•	•
4.2 Ability to monitor and evaluate performance, challenging poor performance	•		•	•
4.3 In-depth knowledge of the key levers for personalising learning	•		•	•
4.4 Experience of developing and leading curriculum Initiatives	•		•	•
4.5 A commitment to student-centred, inclusive Education	•			•
4.6 Experience of promoting the role of parents/carers in their child's education		•	•	•

Section 5 – Personal Aptitudes, Qualities and Skills

Criteria	Essential	Desirable	Application	Interview
5.1 Ability to plan strategically to deliver school vision, ethos and priorities	•		•	•
5.2 Ability to lead, influence and manage change	•		•	•
5.3 Ability to communicate, inspire and motivate students, parents/carers and staff	•		•	•
5.4 Enthusiastic and motivated to achieve	•			•
5.5 Ability to reflect on own practice and manage own workload and personal development	•		•	•
5.6 Excellent interpersonal and communication skills	•			•
5.7 A commitment to work collaboratively in a Multi-Academy Trust	•			
5.8 A commitment to Equal Opportunities	•			

***Our Trust and all its personnel are committed to safeguarding and promoting the welfare of the children.
This post is subject to checks against the Disclosure and Barring Service.***