

PRINCIPAL & CHIEF EXECUTIVE

Person Specification

QUALIFICATIONS

	Source of evidence
Educated to degree level or equivalent	Application
Evidence of continuing and relevant professional development	Application
Higher degree or professional qualification relevant to an education provider (desirable)	Application
Management qualification (desirable)	Application

KNOWLEDGE & EXPERIENCE

	Source of evidence
Demonstrable experience of high-level financial management and working with financial information to inform decision making in a complex organisation	Application Interview/Assessment
A track record in securing rapid quality improvements in teaching and learning and curriculum delivery	Application Interview/Assessment
Proven experience of establishing positive external relationships and working with a wide range of strategic external stakeholders	Application Interview/Assessment
Track record of significant and successful senior management and leadership including change management within an education setting	Application Interview/Assessment
Comprehensive knowledge and experience of the learning and skills sector and the issues and challenges facing the sector	Application Interview/Assessment
Experience of successful development, implementation and review of strategic plans to achieve outstanding outcomes	Application Interview

PERSONAL ATTRIBUTES & SKILLS

	Source of evidence
Excellent verbal and numerical reasoning skills	Interview/Assessment
Inclusive and highly effective leadership which inspires staff and students	Application Interview/Assessment
Demonstrable evidence of extensive strategic leadership and of leading transformational change	Application Interview/Assessment
Excellent influencing, interpersonal and communication skills	Application Interview/Assessment

	Source of evidence
Ability to inspire people to be creative and to embrace best practice and evidence-based innovation – developing an organisational culture in which there is a shared ambition to achieve excellence	Application Interview/Assessment
An accomplished leader and people manager with the ability to lead others at all levels of an organisation with energy and enthusiasm – commanding respect and developing a culture where there is a shared ambition to achieve excellence	Interview/Assessment
Good emotional intelligence	Interview/Assessment
Resilience, with the ability to work under pressure	Application Interview/Assessment
Personal integrity, transparency, honesty and commitment to fairness and equality	Interview/Assessment
High expectations of staff and commitment to your own and their professional development	Application Interview/Assessment
Commitment to embracing and promoting equality and diversity	Application Interview/Assessment
Commitment to excellence for students at all levels and a passion for enabling them to achieve their full potential	Application Interview/Assessment
The ability to fully embrace and be committed to the vision and values of the College	Application Interview/Assessment

SPECIAL CONDITIONS

	Source of evidence
Excellent time management, flexibility and the ability to attend evening meetings and events on a regular basis and weekend meetings on an occasional basis	Application Interview