

PERSON SPEC – Campus Principal	ASSESSMENT METHOD						
	Essential	Desirable		Certificate	Application Documents	Reference	Selection Process
Professional Knowledge and Understanding of							
Varied and diverse curriculum across all funding streams.	★						★
Strategic transformation in people leadership (staff, students and stakeholders).	★						★
Financial, liquidity and resource strategy.	★						★
Place based strategy.	★						★
Leadership strategies at Vice Principal level or above.	★						★
Leadership of strategies beyond curriculum linked to topics of national importance.	★						
Qualifications and Training							
Appropriate academic or professional qualification at degree level	★			★			
PGCE (as an addition to all other qualification categories identified)	★			★			
Appropriate Higher Degree		★		★			
Financial qualification or suitable experience	★						★
Experience and Responsibility							

A successful track record at Vice Principal level or above.		★		★		
Leading across most curriculum areas found within a Further Education College environments.	★					★
Working closely and directly with a College Chief Executive on strategy design and implementation.	★					★
Strategic leadership of substantial college curriculum and support departments.	★					★

			ASSESSMENT METHOD			
PERSON SPEC – Campus Principal Post Reference: 6445	Essential	Desirable	Certificate	Application Documents	Reference	Selection Process
Personal Skills and Attributes						
A strong commitment to the vision and values of the College- a values led leader with the ability to set standards and be a role model for students and staff.	★			★		★
A completer finisher; able to juggle and meet multiple deadlines and to a high standard.	★			★		★
Excellent communication, interpersonal and negotiation skills, including face to face, written and digitally	★			★		★
The ability to deal sensitively with people and resolve conflict.	★			★		★
Strong analytical skills and the ability to lead strategic development.	★			★		★
The ability to investigate, solve problems, identify priorities, and make sound decisions or make recommendations to Executive Leadership Team	★			★		★
A high level of organisational skills and the ability to cope with pressure and to manage workload effectively.	★			★		★

An ability to build, support and work with high-performing teams, devolving responsibilities, delegating tasks and monitoring outcomes.	★			★		★
An ability to work under pressure and retain a sense of perspective and proportion.	★			★		★
An ability to plan and manage the effective use of resources, including time, staff and money.	★			★		★
Suitable to work with children and young people.	★		★ check via DBS	★	★	★

			ASSESSMENT METHOD			
PERSON SPEC – Campus Principal Reference: 6445	Essential	Desirable	Certificate	Application Documents	Reference	Selection Process
To take appropriate responsibility for PREVENT and the safeguarding and promotion of the welfare of children and/or vulnerable adults.	★			★		★
To uphold British Values, the college values and responsibilities regarding equality and diversity.	★			★		★
To understand and adhere to college Health and Safety policies and guidelines ensuring compliance with statutory legislation.	★			★		