

PERSON SPECIFICATION FOR ENPS PRINCIPAL

*Fullan's Five Principles of Leadership

KNOWLEDGE	EXPERIENCE	QUALITIES	PERSONAL ATTRIBUTES	APTITUDES
Qualification: <ul style="list-style-type: none"> • Masters level Degree or equivalent/similar in the field of education Specific knowledge: <ul style="list-style-type: none"> • Current with contemporary research, theory and practice in the education sector • Understands creative leadership, critical pedagogy, strengths based approach to education and initial education • Knowledge of/understands statutory requirements and NZ education environment, Normal schools 	Vocational: <ul style="list-style-type: none"> • Experienced Principal • Normal School exposure • Proven track record • Experience in leading a creative organisation • Strength focussed/appreciative inquiry experience • Strategy/curriculum design Connectedness <ul style="list-style-type: none"> • Professional relationships (Universities, Associations, Government/non-Government agencies- locally & internationally) • Professionally networked • Global reach • Confident public speaker • Visible 	Leadership: <ul style="list-style-type: none"> • Moral purpose* • Understands change* • Can lead through change • Builds relationships* • Knowledge creator/sharer* • Coherence maker* • Strategic thinker • Innovative • Builds high performing, creative organisation • Astute decision maker • Growth mindset • Able to identify and build other's strengths Interpersonal: <ul style="list-style-type: none"> • Relationship building • Empathetic • Advocate of staff, children & community • Challenges status quo • Listener • Emotionally intelligent • Inclusive • Collaborative • Natural communicator with mana, presence Self: <ul style="list-style-type: none"> • Resilient/adaptable • Self- efficacy • Open minded • Organised • Courageous 	Attitude: <ul style="list-style-type: none"> • A 'mover and shaker' • 'Can do' • Inclusive • Hard working/diligent • Aspirational • Reflective Values: <ul style="list-style-type: none"> • Personal values aligned to School Values and community • Community minded • Genuinely puts our children at the centre of decisions • Culturally responsive • Integrity • Trusting • Role model's good citizen (believes in social justice/equity) Energy: <ul style="list-style-type: none"> • Drives for results (high expectations) • Fun • Inspirational • Charismatic • Mana, presence 	Reasoning/Comprehension <ul style="list-style-type: none"> • Verbal • Numerical (Financial) Recognition <ul style="list-style-type: none"> • Patterns • Error • Risk