

St. Michael's College Enniskillen



Post of Principal Permanent Post

Required for 2025/6 academic year (August/September 2025 start)
Salary Range L25 – L31

School Context

St. Michael's College is a leading Catholic Diocesan Voluntary Grammar School with an excellent record of academic achievement. The College operates under the trusteeship of the Fermanagh Roman Catholic Board of Education and has developed a rich tradition since its foundation in 1903 as a Diocesan College for the Diocese of Clogher.

The Aims of the College are:

- To complement the work of parents who are the primary educators of their children.
- To foster a Catholic ethos wherein students are helped to understand and follow the teaching of Christ and His Church.
- To create for students a caring, supportive community where learning is enjoyable.

Purpose of Post

The Principal will lead and manage the College ensuring the development and achievement of the College's aims and objectives in relation to its ethos and educational provision. He/she will lead and work with the Senior Leadership Team and entire staff to ensure continued whole-school improvement and to shape the strategic direction and development of the College.

The Post-holder

The Board of Governors is seeking to appoint a dynamic, energetic and innovative leader who will be passionate in assisting students to ensure that they all achieve their academic and personal potential.

The Principal will display an enthusiastic and inspirational approach in motivating all students and staff and in engaging with parents and the whole community in promoting St Michael's College.

There are currently 704 boys on roll in the age range 11 to 18.

Statutory Duties

The Principal is required to carry out all the statutory duties and the professional responsibilities in the contractual framework as set out in Schedule 1, Regulation 4 of the Teachers' (Terms and Conditions of Employment) Regulations (NI)1987, as amended by Department of Education Circular from time to time. This document and the Job Description, outlining the main responsibilities and outcomes for the post of Principal in St. Michael's College, is included in the application pack.

SHORTLISTING CRITERIA

ESSENTIAL CRITERIA

Applicants for the post must at the closing date for applications:

1. Hold a teaching qualification which meets the requirements for recognition to teach in schools in Northern Ireland.
2. Have a **minimum of 10 years** post qualification teaching experience in post-primary education **and/or** equivalent experience in an affiliated educational body, working in an area that relates to the post-primary sector, within the **last 13 years**.
3. Currently hold or have held for a **minimum of 3 continuous years AND** within the **last 7 years**:
 - SLT membership, at a **minimum of Teaching Allowance 4** (not through an accumulation of Teaching Allowances) in a school with a Sixth Form; **and/ or**
 - A post of Principal or Vice-Principal; **and/or**
 - A post with leadership and management experience within an affiliated educational body.The above promoted posts may be in an acting capacity.
The above excludes Special Needs Allowances awarded solely for teaching pupils with Special Educational Needs.
4. Demonstrate curriculum and/or pastoral experience at senior leadership level.

DESIRABLE CRITERIA

In addition to the above, preference may be given to applicants who at the closing date for application:-

- Have successfully completed an additional post graduate (or equivalent or higher) qualification in Education or Education Management.
- Demonstrate evidence of continued and current professional development in school leadership.
- Demonstrate evidence of leading a staff team/s on an aspect of whole school improvement.
- Are serving Principals or Vice-Principals in a school with a Sixth Form and an enrolment of a minimum of 500 pupils.
- Demonstrate experience of leading self-evaluation, at a whole school level, preferably linked to SDP targets culminating in school improvement.

The Board of Governors reserves the right to enhance the essential criteria if necessary in order to facilitate a manageable shortlist.

Applicants must be registered with the General Teaching Council for Northern Ireland (GTCNI) upon taking up employment.

Please note the onus is on candidates to provide sufficient detailed information on their application form in order to demonstrate how they meet each of the criteria. Failure to do so may result in a candidate not being shortlisted since selection panels cannot make assumptions in the absence of essential information.

Full job details, to include an application form for the post may be obtained from St Michael's College Website www.saintmichaels.org.uk

Properly completed Application Forms should be returned by email for the attention of the Appointments Administrator to cmcgovern241@c2kni.net no later than **12 Noon on Thursday 27th February 2025**.

Shortlisting will take place on Friday 28th February 2025 and interviews to be organised as soon as possible thereafter.

Catholic schools welcome applications from candidates from all religious faiths and from those who do not identify as having any religious faith.