

# Thames High School

## Te Kura Tuarua o te Kauaeranga



*Kia kōtahi ai te piki ake, kia ikeike rawa ki te taumata*  
**We grow together to achieve one's true potential**

## Person Specification

### Key Professional Capabilities:

- Has demonstrated strong leadership skills and proven experience
- Strategic Thinking: articulating and planning for change to improve outcomes etc.
- Pedagogical Understanding: a deep understanding of learning and teaching, and the foundations of curriculum design
- Understanding pastoral care and processes that enhance student wellbeing for success. Experience with providing pastoral care as well as learning and behaviour interventions for students.
- Culturally responsiveness: including pedagogical and leadership practices, including a strong commitment to Te Ao Māori.
- Awareness of and positive attitude towards bicultural, multicultural and equity issues
- Assessment practice expertise: experience in assessment procedures that ensure quality assured assessment.
- Ability to interpret and make use of achievement or other data to lead targeted interventions that improve student outcomes.
- Understand school wide operation, e.g. leadership of, or involvement in school-wide initiatives or processes.
- Being able to 'make sense of' policy directions and create a culture of trust and readiness for change.
- Empowers others to flourish, develop teachers' capabilities, understanding the use of evidence (best practice), inquiry skills, adult learning, and social and communication skills.
- Effectively manages the delicate balance between supporting and challenging others, including managing challenging situations and having learning conversations.
- Advanced organisational skills and the ability to manage high workload
- Uses technology effectively and purposefully
- Managing complex change through leading collective inquiry that is focussed on improving outcomes.
- Agile leadership.

## Personal Attributes

- Has a passion for working with young people
- Leads with integrity, strength of character and a strong set of personal values and beliefs.
- Is an excellent communicator with a wide range of people
- Holds high expectations and practices fairness.
- A future focused and strategic thinker who is prepared to take risks and accepts challenges
- Thrives on collaboration and working in a team.
- Has an enthusiastic attitude and encouraging manner
- Has a positive outlook and a growth mindset.
- Self-aware, reflective and an intuitive understanding of others/
- Has a sense of humour and perspective/
- Willingness to persevere and work hard/
- Has the ability to be calm under pressure and is resilient

# Applications

- Please submit cover letter, CV and download our [Management Application Form](#) from our website [www.thameshigh.school.nz](http://www.thameshigh.school.nz). We also request that three of your referees complete our [Referee Request Form](#).
- Please submit all completed documentation to [office@thameshigh.school.nz](mailto:office@thameshigh.school.nz) by 4pm on Friday 28 August 2020.

## Applicant Checklist:

- Cover Letter
- Current CV
- [Management Application Form](#)
- [3 Referee Reports](#) due Monday 31 August.

# Timeline

- Education Gazette Advertisement Monday 3 August 2020
- Applications are due by 4 pm on Monday 31 August 2020.
- Shortlisting process by Monday 7 September 2020.
  - Meetings with Senior Leadership Team may be held as part of the shortlisting process and/or prior to Board of Trustees interview.
- Board interviews will be conducted between Thursday 24 September 2020 and Monday 28 September 2020, the most likely date being **Saturday 26 September 2020**.
  - Applicants who are interviewed will be required to make a brief presentation at the interview. The presentation topic will be communicated to those applicants when notified of the interview.
- Starting date for the successful applicant is negotiable but will ideally be from **Monday 16 November 2020**.

## Visits to Thames High School (optional)

Applicants can arrange a visit to the Thames High School campus during the period up until Friday 4 September. Please contact Principal's PA, Ms Tracey Reed, [office@thamehigh.school.nz](mailto:office@thamehigh.school.nz) to arrange a time.

## Thames High School Contacts

### Addresses:

**Physical:** 300 Sealey Street, Thames 3500, New Zealand

**Postal:** P.O. Box 706, Thames 3540, New Zealand

Phone 07 868 8688

Email [office@thamehigh.school.nz](mailto:office@thamehigh.school.nz)

Website <http://www.thameshigh.school.nz>