



THE KING'S SCHOOL

CAPABILITY PROFILE & SELECTION CRITERIA FOR HEAD OF TUDOR HOUSE

CAPABILITY PROFILE

Thought Leadership:

Strategic Mindset (*creating the new and different*) – seeing ahead to future possibilities and translating them into breakthrough strategies; articulates credible visions of future possibilities that will create sustainable value; creates competitive and breakthrough strategies that show a clear connection between vision and action.

Decision Quality (*making complex decisions*) – making effective and timely decisions that keep the organisation moving forward; Makes sound decisions, even in the absence of complete information; relies on a mixture of analysis, wisdom, experience and judgement when making decisions.

Results Orientation:

Ensures Accountability (*focusing on performance*) – holding self and others accountable to meet commitments; Follows through on commitments and makes sure others do the same; acts with a clear sense of ownership; takes responsibility for decisions and actions.

Results Orientation (*focusing on performance*) – consistently achieves results, even under difficult circumstances; Has a strong bottom-line orientation; persists in accomplishing objectives despite obstacles and setbacks; has a track record of exceeding goals successfully; pushes self and helps others achieve results.

People Management:

Drives Vision & Purpose (*influencing people*) – painting a compelling picture of the vision and strategy that motivates others to action; Talks about future possibilities in a positive way; articulates the vision in a way everyone can relate to; creates organisation-wide energy and optimism for the future; shows personal commitment to the vision

Communicates Effectively (*influencing people*) – developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences; Is effective in a variety of communication settings; attentively listens to others; adjusts to fit the audience and the message; provides timely and helpful information to others across the organisation; encourages the open expression of diverse ideas and opinions.

Self:

Manages Ambiguity (*being flexible and adaptable*) – operating effectively, even when things are not certain or the way forward is not clear.

Deals comfortably with the uncertainty of change; effectively handles risk; can decide and act without the total picture; is calm and productive, even when things are up in the air; deals constructively with problems that do not have clear solutions or outcomes.

Courage (*being authentic*) – stepping up to address difficult issues, saying what needs to be said; Readily tackles tough assignments; faces difficult issues and supports others who do the same; provides direct and actionable feedback; is willing to champion an idea or position despite dissent or political risk.

SELECTION CRITERIA

The successful applicant will:

- Be a committed Christian man or woman, who is an active member of a worshipping protestant church congregation;
- Demonstrate inspirational and transformative leadership within an education enterprise;
- Demonstrate successful leadership of teaching and learning and the attainment of high academic standards in a primary school environment;
- Have a clearly articulated educational philosophy appropriate to The King's School and the future direction of Tudor House;
- Demonstrate a vision for growth and the marketing of Tudor House as the school of choice in the southern highlands of NSW;
- Demonstrate an understanding of effective and appropriate governance practice in a Christian Independent school including accountability to the Headmaster of The King's School and the School Council, and,
- Demonstrate appropriate business and financial acumen in executing the policies of The King's School.