

Person Specification – Ringmer Community College

Post Title:	Subject Leader for Design Technology
	Essential Criteria
Specific Teaching Skills & Abilities	<ul style="list-style-type: none"> • Ability to analyse and interpret relevant national, local and college data, research and inspection evidence, to inform policies, practices, expectations, targets and teaching methods. • Ability to set clear, consistent and effective targets for staff and students in relation to planning of lessons and sequences of lessons to meet students' learning needs. • Demonstrate consistent and effective use of information about prior attainment to gain well-grounded expectations for students. • Ability to work with the SENCO and any other member of staff with Special Education Needs expertise, to ensure that individual education plans are used to set subject specific targets and match work well to students' needs. • Ability to set short, medium and long-term plans for the development and resourcing of the subject. • Ability to establish clear expectations and constructive working relationships among staff, including through team working and mutual support; devolving responsibilities and delegating tasks, appropriate evaluating practice; and by developing an acceptance of accountability. • Ability to appraise staff by the College policy on Performance Management and use the process to develop the personal and professional effectiveness of the teacher. Lead professional development through example and support. • Ability to train, monitor, support and assess trainee's and newly qualified teachers. • Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management, so that teaching objectives are met, momentum and challenge are maintained, and best use is made of teaching time. • Ensure that high expectations for students' behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships. • Ability to use teaching methods that keep students engaged, including stimulating students' intellectual curiosity, effective questioning and response, clear presentation and good use of resources. • Ability to assess how well learning objectives have been achieved and use this assessment for future teaching. • Demonstrate consistent and effective monitoring of progress to give clear and constructive feedback. • Demonstrate that, as a result of your teaching, students' achieve well relative to the students' prior attainment, making good progress as good or better than similar students' nationally. • Demonstrate knowledge on how to prepare and present informative reports to parents. • Ability to recognise that learning takes place outside the college context and

	<p>provide opportunities to develop students' understanding by relating their learning experiences to real and work-related examples.</p> <ul style="list-style-type: none"> • Demonstrate that you are an effective professional who challenges and supports all students to do their best through: <ol style="list-style-type: none"> 1. inspiring trust and confidence 2. building team commitment 3. engaging and motivating students 4. analytical thinking 5. positive action to improve the quality of students' learning
Other required Key Skills & Abilities	<ul style="list-style-type: none"> • Excellent interpersonal, communication, organisational and presentation skills. • Good analytical and numeracy skills. • Ability to organise and prioritise work effectively, to plan action in order to meet deadlines and to complete tasks with the minimum of supervision. • Ability to provide effective team leadership in a structured, positive and proactive manner. • The capacity to learn new skills, take initiatives and generate ideas. • Good office productivity system skills, particularly Word and Excel. • Ability to instigate, review and manage change.
Education & Qualifications	<ul style="list-style-type: none"> • A good honours graduate and have a teaching qualification in Design Technology.
Knowledge	<ul style="list-style-type: none"> • Have knowledge of the College's aims, priorities, targets and action plans. • Demonstrate a thorough and up-to-date knowledge of subject(s)/specialism(s) and its relationship to the Curriculum as a whole. • Have a detailed knowledge of the relevant aspects of the students' National Curriculum and other statutory requirements. • Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to work. • Cope securely with subject-related questions which students raise and know about students' common misconceptions and mistakes in specialist subject(s). • Knowledge and understanding of management, including employment law, equal opportunities legislation, personnel, external relations, finance and change. • Knowledge and understanding of the implications of the Code of Practice for Special Educational Needs for teaching and learning.
Experience	<ul style="list-style-type: none"> • Experience of effective and efficient management and organization of staff and learning resources, including information and communications technology. • Study of Design Technology as part of a Higher Education Course. • Experience of teaching successfully in a secondary school at least as part of an initial training programme.
Personal Attributes	<ul style="list-style-type: none"> • Reliability, honesty and a commitment to maintaining confidentiality. • The ability to establish good working relationships with a wide range of students, staff, parents and Governors. • An understanding and sympathy for the needs of students across different abilities, age ranges and social backgrounds. • The ability to handle sensitive matters with discretion and in confidence. • Ability to take personal responsibility for organising and meeting targets. • Self motivated with the ability to enthuse and motivate others. • Energy and enthusiasm. • Professional and confident manner.

	<ul style="list-style-type: none">• Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and students' learning.• A commitment to continuous development and improvement, team working and the highest possible professional standards.• Ability to work calmly and effectively under pressure.
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