# Person Specification – Lead Practitioner STEM (Computer Science)

The successful candidate will possess all or most of the following attributes:

E = Essential D = Desirable Assessed by: I = Interview A = Application

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| **QUALIFICATIONS** |  |  |
| * A good honours degree
* Qualified teacher status
 | EE | AA |
| **EXPERIENCE** |  |  |
| * Experience of teaching in at least 2 schools
* A track record of effectively leading/motivating pupils and staff and developing team approaches
* Experience of supporting teachers to move from RI to good or better
* Demonstrable experience of improving student outcomes
* Excellent understanding of high quality approaches to the planning and delivery of engaging and challenging Computer Science lessons
* Outstanding teacher
* Developing, leading and monitoring initiatives using technology to support evaluation
* In-depth knowledge and understanding of National Educational priorities/developments
* Awareness of data protection, security and confidentiality.
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| **PROFESSIONAL DEVELOPMENT** |  |  |
| * Evidence of a commitment to own professional development
* Evidence of keeping up to date with educational thinking and knowledge
* A strong commitment to the quality of professional development of staff
* The drive to develop others capabilities and help them realise their full potential
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| **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING** |  |  |
| * Ability to use and facilitate the knowledge of programming languages including but not limited to Python, C#
* Ability to use Access, SQL and Unity
* Knowledge and understanding of recent legislation, development and initiatives in secondary education
* Knowledge of the latest developments in teaching and learning pedagogy
* Knowledge of Performance Management and review
* Ability to analyse data effectively
* Ability to present data to support student progress
* Good understanding of the skills and attributes required for effective leadership
* A thorough understanding of the OFSTED Framework regarding effective leadership, management and self-evaluation
* A good knowledge of the national frameworks, initiatives and strategies
* An excellent understanding of approaches to training and staff development
* A thorough knowledge of approaches to support, motivate and challenge staff
* An understanding of the personal qualities required for effective leadership in learning, as well as the most effective methods of training staff to the required standard
* Experience of policy writing and devising schemes of work
* To understand what is involved in the role of Child Protection Officer including having a good understanding of up to date policy and practice.
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| **PRACTICAL AND INTELLECTUAL SKILLS** |  |  |
| * Ability to establish a positive ethos with an accent on high achievement for all
* Ability to empathise with the needs of pupils and to be firm but fair and consistent
* Ability to prioritise and manage time effectively
* An effective communicator and motivator of pupils and staff
* Ability to enable and empower others
* A team player with the ability to establish good working relationships with staff, pupils and parents
* The ability to communicate clearly and concisely both verbally and in writing at all levels
* The ability to set clear expectations and parameters and to hold others to account for their performance
* The ability to challenge underperformance
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| PERSONAL QUALITIES |  |  |
| * To fully subscribe to the Academy values of Respect, Determination, Ambition, Tolerance and Integrity in regard to themselves, the Academy and our young people
* The tenacity to see things through and secure, where necessary, 100% compliance from staff and students
* Willingness to engage carers to encourage close involvement in their child’s education
* Flexibility in approach
* Enjoyment in overcoming challenges
* Good communication skills
* Ability to manage workload effectively
* Ability to enthuse and motivate others developing strong partnerships
* Willingness to share expertise and knowledge with others
* Willingness and ability to run Academy training sessions
* Good health and an appreciation of work life balance
* A sense of humour, warmth, energy, stamina and resilience
* The professional respect of colleagues
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