# 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 | E  E | A  A |
| **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. | D  E  D  E  E  E  E  E  E | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **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 | E  E  E  E | A/I  A/I  A/I  A/I |
| **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. | E  E  E  E  E  E  E  D  E  E  E  E  D  E | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| **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 | E  E  E  E  E  E  E  E  E | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
| 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 | E  E  E  E  E  E  E  E  E  E  E  E  E | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |