

## Person Specification

POST: Subject Leader

The person appointed will provide evidence of the skills, abilities, knowledge, experience and qualifications required to perform the role in relation to working with children.

	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	<p>Qualified teacher status with a degree in a subject related to the curriculum area.</p> <p>Up-to-date in-service training in subject and whole school issues</p>	<p>Post graduate qualification e.g MA/MSc etc</p> <p>Additional qualifications relevant to the post</p>	<p>All points application form/interview</p>
<b>Experience</b>	<p>Substantial recent successful experience of teaching at both KS3 and KS4</p> <p>Experience of supporting students of differing abilities and backgrounds</p> <p>Evidence of the use of new technologies to improve teaching and learning.</p> <p>Evidence of the effective use of Assessment for Learning in engaging learners as partners in their learning.</p> <p>Experience in the effective use of a wide range of teaching methodologies.</p>	<p>Experience of change management</p>	<p>All points application form/interview</p>
<b>Abilities</b>	<p>Ability to meet the National Professional Standards for Teachers</p> <p>Excellent administration and organisational skills</p> <p>Excellent information and communication technology skills</p> <p>Demonstrate awareness of and ability to develop outstanding practice in teaching techniques</p> <p>Ability and commitment to ensure all students achieve their best and challenging targets</p> <p>Knowledge and understanding of current and emerging curriculum and qualifications reform and innovation.</p> <p>Ability to contribute to the development of literacy, numeracy and communication skills in all our students.</p>	<p>An understanding of the changing school environment and national issues</p>	<p>All points application form/interview</p>

	<p>Ability to motivate and inspire students to learn.</p> <p>Ability to contribute to a collective vision and shared purpose.</p> <p>Ability to successfully organise and manage learning resources.</p> <p>Ability, knowledge and commitment to safeguard the welfare of children.</p> <p>Ability to communicate effectively with and develop positive relationships and personal boundaries with children, young people, parents and carers.</p> <p>Ability to demonstrate emotional intelligence and resilience in working with challenging behaviours.</p> <p>Ability to demonstrate high personal and professional standards</p>		
<b>Leadership skills and abilities</b>	<p>Experience of successfully co-ordinating and leading a project, activity, team or curriculum initiative</p> <p>Ability to lead and manage the development of the subject</p> <p>Ability to be self directed, motivated and work as part of a committed team of colleagues to ensure positive outcomes for all students</p> <p>Ability to organise and manage workload and meet deadlines</p> <p>Willingness to oversee extended or enrichment programmes which could take place beyond the timetabled academy day.</p>		
<b>Commitment</b>	<p>Evidence of a commitment to own and other peoples professional development.</p> <p>A commitment to raising achievement across the whole age and ability range</p> <p>Commitment to collaborate and celebrate good practice and address poor practice</p>		All points application form/interview