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**Witchford Village College**

**Person Specification**

**Lead Practitioner**

**To support your application candidates should be able to show evidence of the following:**

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| **Criteria** | **Essential** | **Desirable** |
| ***Qualifications and Experience:*** |  |  |
| A teaching qualification | √ |  |
| Good honours graduate  | √ |  |
| Excellent subject knowledge and experience of teaching all key stages in a GCSE subject (within Humanities)  | √ |  |
| A strong track record in subject or pastoral leadership | √ |  |
| Experience of developing and improving standards of teaching and learning in current role | √ |  |
|  Experience of working constructively to achieve objectives and deadlines | √ |  |
| Management/postgraduate qualification  |   | √ |
| ***Knowledge and understanding :*** |  |  |
| Knowledge of what makes the highest quality curriculum development and teaching and learning across the 11-16 age range | √ |  |
| Experience of school self-evaluation and development planning procedures  | √ |  |
| Experience in use of data, tracking, target setting and raising standards  | √ |  |
| ***Leadership & Management skills:*** |  |  |
| Strong strategic interpersonal skills and the ability to lead and manage people to work towards common goals | √ |  |
| Ability to lead and manage staff and monitor performance  | √ |  |
| Evidence of successful leadership of change management  | √ |  |
| Experience of curriculum development  | √ |  |
| Potential for senior leadership  | √ |  |
| ***Personal & Professional attributes:*** |  |  |
| Innovation, creativity and critical reflective thinking | √ |  |
| Energy, enthusiasm and ability to get things done to deadlines with meticulous planning, prioritising and delegation  | √ |  |
| Ability to interact with students, staff, parents and the wider community to foster a culture of learning, enterprise, improvement and inclusion  | √ |   |
| Commitment to continuing personal and professional development of colleagues and self | √ |  |
| Demonstrates good judgement, decision making and integrity | √ |  |
| Promote and value a culture of high achievement with the ability to provide the ‘wow’ factor  | √ |  |
| **Safeguarding and Promoting the welfare of children:****At interview candidates should be able to demonstrate:** |  |  |
| Demonstrate the ability to form and maintain appropriate relationships and personal boundaries with children | √ |  |
| Emotional resilience in working with challenging behaviours  | √ |  |

 Dated: September 2017