

## PERSON SPECIFICATION:

Qualifications	Essential	Desirable
	<ul style="list-style-type: none"> <li>Degree in relevant subject</li> <li>Qualified Teacher Status</li> <li>Evidence of relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>A further degree in relevant subject or evidence of further education/study</li> </ul>
Experience	Essential	Desirable
Experience of leading a department or providing support to a school/department	<ul style="list-style-type: none"> <li>A track record of successful impact in raising outcomes either as a departmental leader or in giving support and challenge to a department/school</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of involvement in transformational change within a department</li> <li>Experience of coaching to improve practice</li> <li>Outreach work/supporting other departments/school</li> </ul>
Good in depth and up to date understanding of the RE curriculum in a secondary context	<ul style="list-style-type: none"> <li>Knowledge of current issues facing RE and the challenges facing departments or schools in this area</li> <li>Evidence of leading departmental CPD</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of providing external CPD</li> <li>Experience and knowledge of both primary and secondary phases</li> </ul>
<p>Excellent understanding of school improvement</p> <p>Excellent understanding of Ofsted Inspection programmes</p> <p>Excellent understanding of what makes a school/dept "great"</p>	<ul style="list-style-type: none"> <li>Knowledge of Ofsted inspection framework, and Evaluation Schedule</li> <li>Ability to use data to critically analyse and evaluate school/departmental performance</li> <li>Ability to provide clear evaluation and strategies for improvement for leadership teams, departments and teachers</li> <li>Understanding of departmental tracking systems and their role in securing improvement</li> <li>Understanding of self evaluation to measure and grow</li> <li>Experience of overcoming dips following periods of transition</li> </ul>	<ul style="list-style-type: none"> <li>Experience of inter school working</li> <li>Understanding of transformational change strategies</li> </ul>
Good understanding and knowledge of current and new examination and testing specifications/developments	<ul style="list-style-type: none"> <li>Ability to offer advice on school-based assessments and on examination/test preparation for examinations</li> <li>Ability to support others to accurately assess school-based assessments and identify strategies for improvement</li> </ul>	<ul style="list-style-type: none"> <li>Experience of examination board marking</li> </ul>
Skills	Essential	Desirable
Excellent leadership skills and qualities	<ul style="list-style-type: none"> <li>Understanding of the school and Trust's vision</li> <li>Able to effectively line manage others as well as lead people that do not directly report to the post-holder</li> <li>Resilience, motivation and commitment to improve outcomes</li> <li>Ability to provide honest, effective feedback</li> <li>Evidence of improved practice following feedback</li> <li>Evidence of building a highly functioning team</li> <li>A belief in 100% achievement and the potential for every student</li> <li>Commitment to the safeguarding and welfare of students</li> </ul>	<ul style="list-style-type: none"> <li>Experience of coaching others</li> </ul>
High quality outstanding teaching on an on-going basis	<ul style="list-style-type: none"> <li>Willing to teach, and demonstrate teaching, across Trust schools</li> </ul>	<ul style="list-style-type: none"> <li>Understanding of the need for transformation change to reduce Wave 2 interventions</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to deliver bespoke CPD to colleagues and trainees</li> <li>• Ability to work flexibly and under pressure</li> <li>• A successful record of providing clear strategies for improvement, following analysis/review of data and/or performance</li> <li>• Ability to analyse and review departmental/school teams and provide feedback and high quality reports</li> <li>• Ability to develop intervention strategies that bring about rapid improvement</li> <li>• Evidence of innovative teaching practices based on current best practice</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of research conducted to improve practice</li> </ul>
High level interpersonal skills	<ul style="list-style-type: none"> <li>• Ability to gain professional credibility swiftly with Head and Subject Leaders</li> <li>• Highly articulate</li> <li>• Demonstrable persuasive skills</li> </ul>	
Provide resources for departments	<ul style="list-style-type: none"> <li>• Develop and deliver resources for examination and intervention work</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with national support networks eg PIXL</li> </ul>