



PERSON SPECIFICATION: Faculty Leader – Creative Arts

	Essential	Desirable	Method of Assessment
Education/ Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (with DCSF Number) including Numeracy/Literacy/ICT tests for NQTs after 2002. • First / Second class degree in relevant subject area. • Qualified Teacher Status. • PGCE for secondary phase. • Willingness to continue to develop own expertise (evidenced through continuing professional development). • Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding and promoting the welfare of children and young people. 	<ul style="list-style-type: none"> • Grade 8+ first instrument. • Grade 5+ piano/ keyboard. 	Application Form
Relevant Experience	<ul style="list-style-type: none"> • Evidence of consistently excellent Teaching & Learning. • Evidence of outstanding classroom management skills. • The ability to use ICT effectively to engage students. • The ability to create effective lesson plans catering for the differing needs of students. • Evidence of the effective use assessment to inform planning for outstanding teaching and learning. • The ability to differentiate materials to meet the needs of learners. • Evidence of being able to manage workload and balance priorities leading to effective provision. • Evidence of impact in improving student outcomes. • Able to build effective professional relationships with students and colleagues. • Ability to work with initiative, as an individual and as a team member. • Well organised and able to maintain accurate records. • Awareness of current educational developments. • Ability to reflect on practice. 	<ul style="list-style-type: none"> • Successful experience of leadership role. • Experience of teaching other Creative Arts subjects beyond own specialism. 	Application Form Reference Interview

	Essential	Desirable	Method of Assessment
Skills and Knowledge	<ul style="list-style-type: none"> • Ability to enthuse, engage and motivate students in their learning. • Excellent subject knowledge enabling the post holder to make sound and effective decisions. A thirst for further knowledge and development that ensures that the subject develops in line with school ethos and culture. • Able to work consistently at a high level of performance. • Able to contribute to teams across the school, particularly at middle leader meetings and represent the needs of the department in an articulate and clear way. Able to contribute to debate and formulation of policy and strategy. • Able to inspire and lead others, commit others to a vision and set a department ethos of success for students and an exciting and motivating experience. • Able to think logically, analyse and interpret data to inform practice and expectations. • Able to set clear expectations and parameters, able to hold others to account for their performance whilst maintaining constructive working relationships. Providing challenge and support in appropriate measure. • Able to bring out the best in others, ensuring high level performance from other and able to coach and model teaching styles and culture. 	<ul style="list-style-type: none"> • Familiarity of using and interpreting data. • Understanding of self-evaluation to raise achievement. • Experience leading musical ensembles. • Experience accompanying musicians. 	Application Form Reference Interview
Personal Qualities	<ul style="list-style-type: none"> • Able to communicate effectively in both verbal and written form, making views known, preparing reports or discussing ideas with a variety of audiences. Able to put forward a clear rationale and willing to justify a position. • Able to work well under pressure whilst maintaining a level head and cool temperament. • A commitment to constant striving for success and the best outcomes available for students. • Hardworking and committed to inclusive education. • A belief in the value of individuals and that every child genuinely matters. • A commitment to excellence and working in partnership. • A willingness to learn and develop new skills. • Commitment to continuing profession development. • Resilience and a sense of humour. • Reliable and punctual. 		Application Form Reference Interview