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| **Faculty Leader – Large Faculty Job Description** |
| **Grade L8-L11** |
| The Faculty Leader is a senior leader who provides dynamic and inspirational leadership and effective management, with a relentless focus on raising standards of subject attainment and achievement within the faculty area. The Faculty leader is accountable for student outcomes for all groups of learners at all key stages and for the quality of teaching and learning within their faculty.Key responsibilities:**Leadership and management*** Strategic leadership of the faculty including faculty self-evaluation and faculty improvement plans
* Management of the Faculty
* Recruitment and retention of teaching staff
* Provide feedback and relevant evidence in line management with SLT
* Line management and deployment of TLR holders and the team
* Identification of staff CPD needs
* Building a culture of constant evaluation, improvement and high aspirations
* Development of future leaders
* Engage in Trust networks
* Demonstrate high emotional intelligence
* Ensure departmental CPD and planning time is utilised effectively

**Student outcomes*** Student outcomes – ensure attainment, achievement and progress for all students
* Curriculum management and the development of all courses at all Key Stages - ‘the right content, at the right time, to the right students’
* Quality assurance of all monitoring and evaluation procedures
* Monitoring the progress and attainment of students and providing relevant updates as required: analysing progress data, identifying areas of student underperformance and initiating intervention strategies as required
* Overseeing the provision of appropriate schemes of work, including assessment procedures, which challenge, engage and excite students, leading to engaged and independent learners

**Teaching and Learning*** Ensuring that the quality of teaching is consistently good or better everyday, utilising quality

assurance procedures such as learning walks, work scrutiny etc.* Managing teaching performance on a day to day basis and through appraisal procedures, facilitating, monitoring and assessing effective performance. Development of the teaching skills of individuals in line with relevant teaching standards, and initiating and providing development, coaching and support as appropriate

**Other*** The promotion and embedding of whole school initiatives within the faculty
* Management of resources

**SCHOOL AIM: Results to be above national figures with outcomes in the top 20% of similar schools nationally**  |

 **Person Specification** – **Faculty Leader (large faculty)**

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| Attributes | Essential | Assessment |
|  | **EDUCATION**  | * A good honours degree in related subject
* Qualified Teacher Status
 | *Application**References* |
|  | **KNOWLEDGE AND SKILLS** | * Ability to motivate and inspire students to learn
* Experience of teaching across KS 3-5
* Proven track record of consistently good teaching
* Proven track record of managing a large team
* Strategic approach to Faculty Improvement
* Proven track record of planning and delivering improvement
* Understands the characteristics of outstanding teaching and learning
* Experience of supporting colleagues to improve quality of teaching and learning
* Experience of planning courses across Key Stages - ‘the right content, at the right time, to the right students’
* Understands the foundations of knowledge that students must acquire at each stage of their education
* Sound knowledge of examination framework and how to maximise student performance
* Can plan lessons, schemes of work and programmes of study strategically to ensure that progress is made
* Can effectively use student performance data to shape lesson planning and manage interventions across the faculty
* Confidently uses ICT as both a teaching and an administrative tool
* Sound literacy and numeracy skills
* In line with the Immigration Act 2016 you should be able to demonstrate fluency of the English Language at an Advanced Threshold Level.
 | *Application**References**Interview* |
|  | **PHYSICAL** | * Good attendance record
 | *Application**References* |
|  | **CONTINUOUS PROFESSIONAL DEVELOPMENT** | * Evidence of commitment to personal CPD
 | *Application**References**Interview* |
|  | **PERSONAL QUALITIES** | * A passion for education and for making a difference to young people’s lives
* Energy, enthusiasm, resilience
* Excellent communication and organisation skills
* Can demonstrate empathy
* The ability to inspire others
* A sense of humour
 | *Application**References**Interview* |

The Beckfoot Trust is an Equal Opportunities Employer and requires its employees to carry out its policies concerning racial and sex equality and the rights of people with disabilities both in terms of equal opportunity for employment and access. We are committed to making reasonable adjustments to the job role and working environment so that disabled people have access to job opportunities or current employees can continue at work should they develop a disabling condition