

**GARTH HILL COLLEGE**  
**PERSON SPECIFICATION FOR SUBJECT LEADER POST**

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualifications, Training and Experience</b>	<p>A degree in a relevant subject</p> <p>QTS.</p> <p>Good experience working in a secondary school (ideally at least three years experience).</p> <p>Recent good or better track record of success, not solely on the basis of one year's test/examination results.</p>	<p>Good honours degree (2.1 or higher) in a relevant subject</p>
<b>Competence Summary (Knowledge, abilities, skills, experience)</b>	<p>A well developed understanding of current educational issues, theory and practice, with particular regard to the National Curriculum, relevant subject area, learning and personal development.</p> <p>Good or better subject knowledge to challenge learners of all abilities and achieve high outcomes.</p> <p>Good or better understanding of planning and assessment techniques and how they impact on learner performance.</p> <p>Deploy a range of successful teaching strategies, including the ability to use resources, including new technology, effectively to achieve good or better outcomes.</p> <p>Effective use of non-confrontational and inclusive classroom management strategies.</p> <p>Good understanding of the importance of child safeguarding practice and procedure (minimum basic training completed).</p> <p>Able to lead, relate to, challenge, inspire, motivate staff, other adults and young people and respond flexibly and sensitively to their needs.</p>	<p>Good knowledge of relevant policies, legislation and relevant statutory frameworks.</p> <p>Experience of implementing national curriculum and relevant learning programmes/strategies, including those relevant to the College's context (for example Building Learning Power, PLTS etc.).</p>
<b>Personal Professional Requirements</b>	<p>Suitability to work with children/young people.</p> <p>Able to communicate well, both orally and in writing, with others, including young people and other adults.</p> <p>Remain calm in challenging and pressurised situations.</p> <p>Work wells independently and as part of a team.</p> <p>Plan time effectively and meet deadlines.</p> <p>Strong commitment to equality of opportunity.</p> <p>Strong commitment to own continuing professional development and learning and that of others.</p> <p>Conveys high professional standards and a strong sense of personal fulfilment and achievement.</p> <p>Positive outlook and approach.</p> <p>A willingness to adopt or try new approaches and ideas and bring others on board.</p>	<p>Evidence of continuous INSET and commitment to further professional development</p>
<b>Other Work Requirements</b>	<p>A satisfactory enhanced Criminal Records Bureau Disclosure</p>	