

Person Specification

All aspects essential, except for those marked (D) desirable

1. Educational Qualifications/Training

- Honours Degree
- DfE recognised Qualified Teacher Status
- Relevant and recent CPD
- Further degree/professional qualification (D)

2. Professional Experience

- A highly effective teacher with successful (outstanding) teaching experience (all ability, 11-18 age range) gained ideally in more than one school
- Track record of raising the achievement of his or her own students as well as working through others to raise standards of student achievement
- Experience of leading a staff team which has a track record of raising student achievement
- Experience as a Head of Department in either Art, Drama, Music, Performing Arts or Design Technology
- Experience of working with support staff to effect improvement (D)
- Leading/managing a whole school initiative/whole school change (D)
- Experience of constructive co-operation with parents
- Experience of constructive co-operation governors (D)
- Experience in the use of ICT

3. Professional Knowledge and Understanding

The successful applicant will need to demonstrate knowledge and understanding of:

- How to develop others into better teachers, and support staff
- What outstanding teaching, and learning, look like
- What makes effective staff development and how to make people excited to engage with it
- How to help middle leaders impact on student achievement
- Lesson observation practice and judgement
- How to use data to monitor standards and drive up achievement
- Effective line management of others, including effective use of appraisal to drive standards
- Whole-school strategic leadership (D) and how to manage change
- Current educational trends and thinking
- School self-evaluation processes
- Use of the stakeholder voice to inform improvement initiatives

4. Personal Qualities and Skills

We are looking for someone who:

- Has a strong track record of effecting improvement in themselves and others
- Has well developed emotional intelligence and can get people on board easily
- Is resilient, hard-working and willing to give of their time
- Can make tough decisions and have courageous or difficult conversations

- Has personal impact and presence
- Can lead, motivate, enthuse and inspire staff and students, and win the confidence of parents and governors
- Will contribute to the corporate leadership of the college
- Is an effective communicator and presenter
- Has the ability to think strategically with imagination, vision, creativity and originality
- Is reflective, self-critical, motivated and ambitious
- Has passion and believes that every student can succeed at our college
- Can plan, organise and delegate effectively
- Is looking for future promotion

New College Leicester is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

PLEASE NOTE: The law requires this position to have an **enhanced** criminal background check. This is to protect children and vulnerable adults and to safeguard positions of trust. The position is therefore exempt from the Rehabilitation of Offenders Act. If your application is taken further you will be asked to declare details of any criminal record, even convictions that are 'spent' according to the act. If you are offered the post this information will be checked against Disclosure and Barring Service files. You will be provided with full information at each stage.

