

## PERSON SPECIFICATION Curriculum Leader

Evidence = A – application; I - interview

Appointment Criteria	Essential	Desirable	Evidence
1. Qualifications	<ul style="list-style-type: none"> <li>Graduate</li> <li>Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>Further study/qualifications</li> </ul>	A
2. Experience	<ul style="list-style-type: none"> <li>Successful teaching experience across at least 2 key stages.</li> <li>Successful experience of teaching within the subject area of the post.</li> <li>Experience of writing Schemes of Learning</li> <li>Experience of developing resources to support SoL.</li> <li>Experience of improvement/action planning.</li> <li>Experience of monitoring and evaluation.</li> <li>Experience of managing other staff</li> <li>Experience of effectively planning ahead.</li> <li>Experience of leading curriculum developments.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of self-evaluation/using the OFSTED Evaluation Schedule.</li> <li>Involvement in College development/ improvement.</li> <li>Experience of quality assurance processes in College.</li> <li>Post 16 teaching.</li> </ul>	A
3. Leadership and Management	<ul style="list-style-type: none"> <li>Ability to articulate and embody the college vision and impact positively on college ethos and culture.</li> <li>Ability to inspire and motivate staff, students and others.</li> <li>Ability to organise others to complete tasks in a given time.</li> <li>Ability to develop a system to support the effective sharing and access to resources.</li> <li>Strong commitment to making effective and sustainable improvement across the whole college for the benefit of students.</li> <li>Ability to manage a team effectively and to be a team-player working in partnership with others.</li> <li>Awareness of and commitment to Inclusion.</li> <li>Ability to establish criteria for monitoring and evaluation.</li> <li>Ability to organise others and own time effectively to meet deadlines.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of leading curriculum development across the college.</li> <li>Ability to manage relevant budgets and understand whole college finances.</li> <li>Experience of working within a leadership team.</li> </ul>	A / I
4. Professional Attributes	<ul style="list-style-type: none"> <li>Ability to demonstrate a high level of creative and analytical thinking</li> <li>Positive impact on the professional development of others.</li> <li>Active involvement in professional development activity.</li> </ul>		A / I A A A

	<ul style="list-style-type: none"> <li>• Understanding of the issues and commitment to Equal Opportunities and Inclusion.</li> <li>• Strong stance against oppressive behaviours.</li> <li>• Personal qualities to include: reliability, integrity and honesty; flexibility and adaptability; determination and resilience; energy, positivity, good humour, positive presence and role model.</li> <li>• Effective, proven time management</li> </ul>		A / I A / I  A / I
5. Relationships	<ul style="list-style-type: none"> <li>• Ability to build positive and supportive relationships with young people, colleagues and parents.</li> <li>• Ability to gain the respect of all colleagues.</li> <li>• Ability to raise issues and tackle and resolve complex problems.</li> </ul>		A / I  A / I A / I
6. Teaching and Learning	<ul style="list-style-type: none"> <li>• Enjoyment of success in teaching</li> <li>• Ability to motivate students of all abilities and backgrounds and to promote positive attitudes.</li> <li>• Successful use of differentiation/ personalised learning.</li> <li>• Successful embedding of independent learning in all lessons.</li> <li>• Successful embedding of literacy and numeracy skills in lessons.</li> <li>• Insistence on and achievement of high standards of work and behaviour.</li> <li>• Ability to evaluate teaching and learning.</li> <li>• 80% of students make expected progress and 40% greater than expected progress in their groups.</li> <li>• Comfortable and confident to explore the advantages of IT in the learning environment</li> </ul>		A / I A  A A A A A / I  A / I
7. Communication	<ul style="list-style-type: none"> <li>• Excellent oral, written and ICT communication skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Has written whole school policies/ documents/ publications.</li> </ul>	A/I
8. Safeguarding	<ul style="list-style-type: none"> <li>• Must satisfy all appropriate checks e.g., List 99, DBS (formerly CRB).</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced DBS check.</li> </ul>	A