Person Specification

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| **Qualifications & Experience** | Essential | Desirable |
| Qualified teacher status | X |  |
| A degree or equivalent | X |  |
| The ability to successfully lead and teach English to GCSE | X |  |
| Previous experience of school leadership |  | X |
| A commitment to and evidence of professional development | X |  |
| Experience of improving the outcomes of groups of students | X |  |
| Experience of leading successful extra-curricular trips and visits |  | X |

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| **Skills and Competencies** | Essential | Desirable |
| An ability to lead and motivate staff | X |  |
| A record of excellent classroom practice | X |  |
| A record of being able to work collaboratively as part of an effective team | X |  |
| Ability to plan strategically | X |  |
| Ability to liaise effectively with a range of stakeholders | X |  |
| Ability to demonstrate good organisational skills | X |  |
| Ability to analyse and present data and information coherently | X |  |
| Exceptional oral and written skills | X |  |

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| **Additional Factors** | Essential | Desirable |
| Personal impact, presence and integrity | X |  |
| Enthusiasm for English | X |  |
| Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour. | X |  |
| Ability to develop and lead a vision for the department | X |  |
| A positive and optimistic outlook | X |  |
| Commitment to safeguarding and promoting the welfare of children and young people | X |  |
| Commitment to equal opportunity | X |  |