**Person Specification – Director of Subject/Lead Teacher**

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| **Criteria** | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher status. * Degree 2:2 or higher / PGCE or equivalent qualifications in relevant subject. * Relevant up to date training in specialist subject. | * Working on / willingness to undertake leadership development such as Teaching Leaders or NPQML. |
| Knowledge and Experience | * Good knowledge of assessment and its impact on the curriculum. * Training and/or experience in the use of data for tracking student progress and performance * Evidence of providing excellent provision for all students and achieving high standards of student progress. * Understanding of the relationship between CPD and sustained academy improvement. * Evidence of success in raising student achievement across a broad range of abilities. * Up to date knowledge of educational and curriculum change. | * Experience in more than one school/college. * Proven and successful experience of middle leadership. * Experience of action planning and self-evaluation. * Experience of the management and leadership of a team of teachers and/or support staff. |
| Professional Skills | * Excellent classroom teacher at KS3 and 4 * Can model teaching to others * Ability to engage, enthuse and motivate students * Excellent relationships with students. * Ability to work cooperatively as a leader and member of a team and in different partnerships * Excellent people skills – motivating, nurturing and challenging young people and adults to achieve their best. * High level ICT skills for teaching and management. * Confidence, clarity and decisiveness in making and carrying out decisions. | * Knowledge of new external accountability measures. * Proven track record of implementing strategies that raise student achievement including monitoring and evaluating the work of others. * Experience of coaching and mentoring |
| Personal Qualities | * Understand the importance of emotional intelligence * Enjoyment for working in new and challenging situation * Steer a vision from beginning to end * Ability to identify and implement solutions to problems * Ability to meet deadlines * Sense of humour * Sympathetic to the ethos of a Catholic School | * Practising Catholic |