**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.
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| 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.
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| 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
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| 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
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