**DARLAND HIGH SCHOOL**

**Post: Second i/c English Department**

**Person Specification:**

For evidence, A = Application, I = Interview, R = Reference.

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| **ITEM** | **ESSENTIAL** | **DESIRABLE** | **How it will be assessed** |
| **Qualifications** | Good honours degree  Qualified Teacher Status  Evidence of recent professional development related to teaching and learning |  | **A** |
| **Experience** | Ability to deliver KS3 and KS4 English including experiencing of delivering excellent outcomes  Up to date pedagogy, particularly in relation to teaching and learning  Experience leading on an initiative/s that have had an impact on students’ outcomes and/or standard  Understanding of relevant research and best practice relating to the teaching and learning of English, particularly the strategies which deliver most impact in the classroom  Evidence of working successfully in a secondary school environment | Experience of working with pupils with additional needs | **A / I** |
| **Knowledge and Skills** | Good or excellent English classroom practitioner  High expectations which motivate and challenge students and staff  Accurate analysis, interpretation and understanding of data  Behaviour management to ensure a disciplined and joyful culture  Commitment to safeguarding  Communicate with clarity  Ability to lead by example  Hold others to account  Support colleagues to bring out the best in them  Ability to prioritise and manage work load efficiently | Full working knowledge of relevant polices/codes of practice/legislation  Working knowledge of the new curriculum in Wales  Understanding of principles of child development and learning processes and in particular, barriers to learning  Ability to plan effective actions for pupils at risk of underachieving  Working knowledge of SIMS and common Microsoft programmes | **A / I** |
| **Leadership and Management** | Ability to develop and contribute to a clear strategic vision.  Capable to lead and inspire a team and commitment to working as a team player.  Ability to manage the process of change effectively.  Ability to delegate to others while retaining a monitoring role.  Ability to contribute to the enrichment and enhancement of pupils’ education.  Model a strong work ethic and high professional and personal standards. |  | **A / I** |
| **Personal Qualities** | Organised and ability to multi-task and prioritise  Good communicator at all levels  Team Player  Enthusiastic and positive  Use of initiative and able to apply common sense to solving problems  Flexible and adaptable approach to work  Positive, growth mindset  Strong moral purpose and drive for improvement  Humble and kind  Motivated, enthusiastic and flexible  Excellent interpersonal skills; presence  Good sense of humour  Desire to develop yourself  Ability to give, receive and act on feedback  Strong attention to detail and clarity  Ability to work under pressure  Commitment to the full life of the school  Willingness to offer extra-curricular provision | Ability to think creatively | **A / I / R** |