**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 degreeQualified 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/legislationWorking knowledge of the new curriculum in WalesUnderstanding of principles of child development and learning processes and in particular, barriers to learningAbility to plan effective actions for pupils at risk of underachievingWorking 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 prioritiseGood communicator at all levelsTeam PlayerEnthusiastic and positiveUse of initiative and able to apply common sense to solving problemsFlexible and adaptable approach to workPositive, 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 schoolWillingness to offer extra-curricular provision | Ability to think creatively | **A / I / R** |