**PERSON SPECIFICATION**

**Subject Leader and 2i/c**

We would like to appoint a person who:

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|  | **Attributes** | **Measurement** |
| ***Educational*** | * Has appropriate formal qualifications for this post, ie. good Honours Degree in related subject and PGCE, and, in addition, a record of appropriate professional development.
 | **A** |
| ***Knowledge*** | * Understands how to ensure effective student learning through challenging, high quality and exciting teaching
* Understands the potential of student voice and parental engagement
* Is a competent user of ICT and understands its role in enhancing learning and teaching
* Has a sound understanding of issues relating to Professional Development, including Performance Management, and a strong commitment to implementing the school’s Professional Development Policy and the support of colleagues.
 | **A,I****A,I,R****A,I****A,I,R** |
| ***Experience*** | * Has a proven record of successful experience as a classroom teacher of the subject, across the full age and ability range within a comprehensive school.
* Works effectively with Teaching Assistants/Support Staff/Technicians within the faculty/department
 | **A,I,R****I,R** |
| ***Leadership*** | * Has evidence of appropriate leadership qualities within a subject-based management role, for instance 2i/c Department (**OR** responsibility for a curriculum initiative **OR** responsibility for staff development of team colleagues).
* Has evidence of a high level of team-orientated skills: the ability to motivate staff; the ability to support staff; the ability to develop staff; the ability to delegate tasks effectively; the ability to represent and promote the work of the team effectively throughout the whole school community.
* Has a sense of vision concerning the future development of the subject within the National Curriculum, and a firm grasp of how to achieve that vision within the practical realities of an 11-18 comprehensive such as NLS over the next 5 years.
 | **A,I,R****A,R****A,I,R** |
| ***Skills & Abilities*** | * Has a strong commitment to placing the individual student’s needs at the centre of the educational process and to promoting active teaching and learning styles within the Department.
* Values the contribution that students can make to their own learning
* Likes and seeks to understand young people
* Shares our belief that Every Child Does Matter
* Demonstrates that mutual respect, challenge and praise are key to managing teacher/student relationships in the classroom
* Is able to (wants to) get the best from all students, regardless of ability
* Contributes positively in their role as a Learning Mentor to the pastoral care of students
* Is able to assess students’ work effectively and within whole school and department guidelines
* Is able to set and assess purposeful home learning which extends/ reinforces students’ learning
* Is able to set professional (goals) targets which are challenging, and meet their own needs as well as those of the students and the school
* Is able to lead, in a variety of contexts, by example
* Is committed to team work at all levels
* Can contribute creatively and knowledgeably to develop/evaluate schemes for learning
* Understands the importance of meeting deadlines and supporting others (colleagues) to do so
* Carries out all professional duties within whole school and department guidelines
* Feels able to contribute positively and appropriately if they see the need for change in any aspect of school life
 | **A,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R** |
| ***Qualities*** | * Has a strong commitment to their own professional development; real potential for further promotion, as appropriate.
* Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture
 | **A,R****I,R** |
| ***Additional*** | * Has a high quality of application, with particular regard to the formal response requested.
* Has references of unequivocal recommendation for the post, as advertised.
 | **A****R** |
| ***Safeguarding*** | In addition to the candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:* Motivation to work with children and young people.
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
* Emotional resilience in working with challenging behaviours.
 | **I,R** |

**REFERENCES**

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

**A = Application Form**

**I = Interview**

**R = References**