Sir John Thursby Community College
Personal Specification – Learning Leader

Attributes	Essential	Desirable	How identified
1. Qualifications	• QTS • Degree	• Recent relevant INSET in preparation to lead/manage a department.	Application form
2. Experience	• Clear evidence of excellent teaching over time • Clear evidence of positive outcomes from Y11 classes • Substantial experience of teaching across the whole ability range of students • Substantial experience of teaching across the 11-16 age range of students • Evidence of planning long & medium term schemes of learning	• Experience of leading a team of people in a positive, effective manner • Experience of leading CPD or working with individual teachers to improve the quality of their teaching	Application form Supporting letter Selection process References
3. Skills and knowledge	• Clear understanding of how to accurately assess student progress • Clear understanding of new KS4 specifications • Clear understanding of how the KS3 curriculum supports skills and knowledge needed for KS4 • Clear understanding of what makes excellent teaching • Clear understanding of how to analyse and use data to raise achievement • Clear understanding of how to meet the needs of all students • An ability to plan strategically	• Understanding of how to raise achievement for Disadvantaged students	Supporting letter Selection process
4. Personal qualities	• A passion to make a difference to young people's lives through education • Ability to build effective working relationships • Enthusiastic, resilient & solution focused • An effective team member, who works well with other people • An ability to build effective teams and motivate others • To like young people and to be liked by them • A drive to make things happen • Not to settle for good, but always strive to improve • A commitment to safeguarding and equality • Confident using modern technologies • Sense of humour	• Aspiration for Senior Leadership	Supporting letter Selection process References
5. Other	• Application form completed in full • Letter of application (max 2 sides A4, font 11) • Enhanced DBS disclosure • Satisfactory health check • A commitment to sustain regular attendance at work		Application School checks

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