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|  | Subject LeaderPerson Specification  |  |  |  |  |
|  |  | **Essential** | **Desirable** | **A/C/I/R** |  |
| Qualifications | Degree or equivalent in appropriate subjectQualified teacher statusFurther higher qualifications | \*\* | \* | A/CA/CA/C |  |
| Relevant Experience  | Successful teaching experience across a range of age and ability ranges Strongly evidenced record of producing excellent results and rates of progress at GCSE and A level with own groups Evidence of contributing to the raising levels of attainment of others’ groups at GCSE and A levelSuccessful track record of leadership of a subject area or departmental team Successful track-record of leadership of improvements in colleagues’ teaching and learning preferably as a TLR holder  |  \*\*\*\* | \*\* |  A/I/RA/I/RA/RA/RA/R |  |
| Knowledge  | Up to date knowledge in the curriculum areaUnderstanding of the strategies needed to establish consistently high aspirations and rates of progressKnowledge of current assessment practicesAbility to analyse performance and assessment data in order to track student progress and plan suitable interventions | \*\*\* | \* | A/I/RA/IA/IA/I/R |  |
| Skills and Abilities  | Excellent classroom teacherA commitment to the use of a range of teaching and learning styles appropriate to the age and development of students Effective and systematic behaviour managementUnderstands and interprets complex data to drive student attainmentClarity of vision for the development of the subject areaGood communication, planning and organisational skillsGood management and leadership skills | \*\*\*\*\* | \*\* | A/I/RA/I/RA/I/RA/I/RA/IA/I/RA/I/R |  |
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| Personal Attributes | Demonstrates resilience, motivation and commitment to driving up standardsCommitment to raising aspirations of students and colleaguesGood health and attendance recordCommitment to the safeguarding, welfare and equality of opportunity of all students Flexibility, passion, and a sense of humour | \*\*\*\*\* |  | A/I/RA/I/RRA/I/RA/I/R |  |
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A = application form, C = certificates, I = interview, R = references