**Person Specification**

**Head of Faculty: English**

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|  | Essential | Desirable | Evidence |
| Qualifications & Experience | * QTS and good Honours degree * Leadership experience * Further formal Professional Development * Outstanding classroom practice that inspires students and adds value to their progress * Proven track record of having significant impact in current post | * Further professional qualification * Experience of more than one school * Experience of leadership in a good or outstanding school * Experience of teaching English language and literature at KS5 * Experience of leading whole school literacy initiatives which yield excellent outcomes | Application form, letter & references |
| Skills & Knowledge | * Understanding of how to effectively lead an English department * Experience of designing and evaluating an effective curriculum at KS3,4 & 5 which inspires, engages but also supports excellent outcomes for all students * Ability to use data effectively to assess prior attainment, track progress and set student targets to support excellent outcomes for all * Secure knowledge of the changes to the national curriculum and specifications * Evidence of leading improvements in teaching & learning at all key stages * Experience in monitoring and evaluation of quality and standards * Ability to work as a member of a team and independently * Skills in coaching & improving performance of others * High level of ICT skills and knowledge of applications of ICT for teaching, learning and management | * Knowledge of AQA GCSE and A level syllabi | Letter, references & selection process |

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|  | Essential | Desirable | Evidence |
| Personal qualities and skills | * Enthusiastic, sensitive, flexible, hard working with a sense of humour and ability to remain calm * Ability to translate vision into reality * High level skills of effective communication with staff and students, time management and prioritisation * Ability to keep confidences * Excellent interpersonal skills and organisational skills * Ability to support and challenge * Ability to inspire, motivate and influence others * Excellent attendance record * Willingness to participate in the extracurricular life of the school |  | Letter, references & selection process |