**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 |