



## **1. Person Specification for Strategic Leadership Role**

Possess all the attributes described on the Person Specifications for Teaching and Leadership Posts (see sections 2 and 3 below)
Understand that Senior Leadership post holders are subject to different contractual arrangements from other teachers
Be a strong and positive role model to students, staff, parents and other members of the community
Develop a strong network of partners in other schools, locally and nationally
Be prepared to go “the extra mile” to do what it takes to continually drive Kingsley School forward
Discharge his/her duties with dedication, expertise and an eye for detail whilst maintaining a sense of balance and humour
Understand the importance of having a good work/life balance
Be forward thinking, be capable of forward planning and be capable of identifying pressure points
Be able to meet deadlines and to expect this of other people
Be able to work under regular and sustained pressure whilst demonstrating high quality work and decision making
Be able to prepare ideas and initiatives thoroughly, present them articulately and defend them intellectually
Remain open to suggestions and be open minded in general approach
Understand the importance of both initiating and completing tasks whilst understanding how to consult appropriately
Be prepared to develop both personally and professionally
Show genuine leadership skills, including at critical moments

**January 2023**



## **2. Person Specification for Leadership Role**

Possess all the attributes described on the Person Specification: Teaching Post (see section 3 below)
Keep abreast of all initiatives and curriculum change related to your subject area(s)
Be articulate and organised
Have a clear sense of how to prioritise and understand what the “big issues” are
Understand how and when to delegate
Understand how to manage change
Understand how to introduce new initiatives and how to follow these through to a successful outcome/conclusion
Understand how to get the best out of people; to appreciate their strengths and help them overcome their weaknesses
Have good financial skills to enable effective planning for and monitoring of, departmental spending
Contribute to wider educational debates about relevant issues in school
Be committed to the best possible student outcomes at every level
Be able to set targets for students within the whole school system
Monitor data effectively, recognise departmental trends and be able to identify under-achievement
Have a range of intervention strategies when student under-achievement is identified
Have a clear idea about what good and outstanding lessons should contain and be relentless in expecting the highest possible teaching quality from departmental members
Expect and wish to support the professional development of departmental members
Chair meetings effectively
Oversee and develop strong and effective departmental policies
Liaise regularly and effectively with the appropriate member(s) of the Senior Leadership Team

**January 2023**



### **3. Person Specification for Teaching Role**

Be totally committed to the safeguarding and welfare of children
Possess qualifications at good degree level or equivalent
Demonstrate knowledge and compliance with all 8 Teachers' Standards (Part 1) and Personal and Professional Conduct (Part 2)
Have excellent subject knowledge to the appropriate level as specified in the job advert
Be capable of teaching excellent or good lessons on a regular basis
Be committed to being a first rate tutor
Have excellent classroom organisation and behaviour management skills
Be honest, reliable and trustworthy
Be open and frank and not afraid to ask for guidance and help when it is needed
Be capable of building excellent relationships with students of different abilities and outlooks
Be prepared to work hard and prepare lessons diligently and imaginatively
Be prepared to mark work thoroughly and in line with the school's marking and assessment policy
Use assessment procedures professionally to improve student outcomes
Wish to create a positive and pleasant learning environment
Have plenty of energy and enthusiasm and the ability to maintain a sense of humour and perspective when things get tough!
Be calm, precise and patient when dealing with parents
Be punctual to school and to lessons and expect the same of students
Have an excellent attendance record
Be prepared to liaise with other staff in school and act as part of a team
Be comfortable with setting and accepting challenging targets for students' achievement and for personal achievement
Be committed to professional self-improvement both by In Service Training and "learning on the job"
Be prepared to commit to extra-curricular activity(ies) and boarding duties
Be willing to be a presence around the school and be an excellent role model for young people

**January 2023**