Person Specification: Lead Practitioner

The person appointed will provide evidence of the skills, abilities, knowledge, experience and qualifications required to perform the role in relation to working with children.

	Essential	**Method of Assessment**
Qualifications	Qualified teacher status with a degree in a subject related to the curriculum area.	application form/interview
Experience	Successful experience and proven track record of student achievement at both KS3 and KS4 Experience of developing and leading a curriculum initiative or project which has had proven impact in terms of positive outcomes for students. Evidence of the successful use of new technologies to improve learning. Evidence of the effective use of Assessment for Learning in engaging learners and promoting student achievement Experience in the effective use of a wide range of teaching methodologies.	application form/interview
Abilities and Interpersonal skills	Ability to meet the National Professional Standards for Teachers Ability and commitment to ensure all students achieve their challenging targets Knowledge and understanding of current and emerging curriculum and qualifications reform and innovation. Ability to contribute to the development of literacy, numeracy and communication skills in all our students. Ability to motivate and inspire students to learn. Ability to contribute to a collective vision and shared purpose. Ability to successfully organise and manage learning resources. Ability to safeguard the welfare of children. Ability to communicate effectively with and develop positive relationships and personal boundaries with children, young people, parents and carers. Ability to demonstrate emotional intelligence and resilience in working with challenging behaviours. Ability to maintain good discipline and promote positive behaviours for learning Ability to show enthusiasm, commitment and motivation with staff and students Ability to work as an effective member of a team of teaching and support staff Ability to deploy learning support staff within lessons and in withdrawal groups	application form/interview

Leadership skills and abilities	Ability to assist in leading and co-ordinating a team of people to achieve positive outcomes for students. Ability to lead and manage the development of the subject in line with national reforms and policy Ability to be self directed, motivated and work as part of a committed team of colleagues Ability to organise and manage workload and meet deadlines Ability to conduct accurate self evaluation to infrom improvement plans Ability to drive forward standards and performance of the subject by assisting the curriculum leader Ability to support the development of NQTs and Teacher trainees through coaching and mentoring The ability to contribute to the delivery of professional development programmes Ability to use data effectively to review performance, track achievement, plan interventions and ensure that every student achieves their best Willingness to contribute to extended or enrichment programmes which could take place beyond the timetabled academy day.	
Commitment	Evidence of a commitment to own professional development as an aspiring leader Be prepared to work outside school hours when necessary and attend Academy events as required Awareness of, and commitment to, the health and well-being of students, their families and the broader community. Commitment to collaborate with a range of partners and professionals, celebrate good practice and address poor practice. A commitment to community cohesion and social inclusion.	All points application form/interview