

## GLF Schools Person Specification

<b>Job title: Secondary Learning and Teaching Lead (DHT)</b>		
	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>		
Honours degree	✓	
Qualified Teacher Status	✓	
Evidence of continuous personal/professional development	✓	
Higher Degree		✓
Evidence of post-graduate study or research/ leadership and management qualifications		✓
<b>Experience - Evidence of success in:</b>		
Effective leadership in a secondary school working at senior leadership level	✓	
Experience in supporting other faculties/departments/teams in another school		✓
Promoting outstanding learning and teaching and the highest levels of achievement	✓	
Commitment and drive to raising standards across all the GLF schools	✓	
Monitoring and evaluating learning and teaching to ensure that standards are consistently high	✓	
Ability to develop and share vision and innovative practice	✓	
Ensured own professional development by actively engaging with and seeking out areas for improvement	✓	
Proven leadership experience as head of a successful faculty/department/team	✓	
Experience in supporting other faculties/departments/teams in own school	✓	
More than one secondary school experience including an outstanding school, or across school settings/wider MAT/LA role		✓
Collaboration with other schools, with parents and carers and other agencies for the well-being of all students and staff	✓	
Ability to build and sustain positive working relationships with colleagues and to secure the confidence and loyalty of colleagues at all levels <i>across</i> our schools		✓
<b>Professional skills and knowledge - Candidates will have:</b>		
Excellent practical and classroom management skills	✓	
Full knowledge and appreciation of excellent practice in leadership, management and teaching	✓	
Full knowledge of current reforms and developments affecting leadership, teaching and learning	✓	
The ability to inspire, challenge, motivate and empower others	✓	
A passion for excellence in the learning process with a strong commitment to School Improvement and raising achievement for all	✓	

Excellent organisational and good project management skills; able to meet tight deadlines	✓	
The ability to analyse and interpret complex information and explain key elements in simple terms	✓	
Ability to tackle difficult issues and convey outcomes clearly and sensitively	✓	
The ability to model the values and vision of a trust and lead by example	✓	
An ability to communicate effectively orally and in writing to a range of audiences	✓	
The ability to build effective working relationships and networks both within and outside the trust	✓	
An ability to be approachable and to enjoy being highly visible to staff, students and parents	✓	
Appropriate ICT skills to interpret and present data	✓	
The ability to promote GLF Schools	✓	
Ability to make lively and interesting presentations to a significant number of people	✓	
Effective strategies to support schools and other settings in developing outstanding teaching and learning, curriculum and assessment models and practice	✓	
<b>Personal Qualities and Attributes</b>		
Passion for education, enthusiasm for innovation	✓	
Self- motivated and well organised	✓	
Resilient and tenacious	✓	
Works effectively under pressure	✓	
Ability to think strategically and develop a vision for the longer term future of GLF	✓	
Ability to relate to colleagues at all levels, inspiring trust and confidence	✓	
Inspire respect	✓	
Innovative and solution focused	✓	
Organised, proactive and committed to teamwork	✓	
Reflective and emotionally intelligent	✓	
Inspires confidence	✓	
Decisive with sound judgement	✓	
Demonstrates professionalism and integrity	✓	
Accept accountability for decisions and their impact upon GLF	✓	
Values diversity and contribution of all stakeholders	✓	
The ability to form and maintain appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the GLF Staff Code of Conduct	✓	
<b>Safeguarding</b>		
GLF Schools is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and will be required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including those based on ethnicity, gender, transgender, age, disability, sexual orientation or religion.		

