



CANTONIAN HIGH SCHOOL PERSON SPECIFICATION

Job Title: **Subject Area Leader (Core): English**
TLR 1C

THE PERSON APPOINTED MUST FULFIL THE FOLLOWING REQUIREMENTS:

	ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications	<ul style="list-style-type: none"> • Teaching qualification • Honours degree in relevant subject • Enhanced DBS clearance • EWC registration 	<ul style="list-style-type: none"> • Further qualifications 	<ul style="list-style-type: none"> ✓ Primary evidence ✓ Application form ✓ References
Professional Development	<ul style="list-style-type: none"> • Evidence of recent relevant professional development • Up to date with current local and national educational issues 		<ul style="list-style-type: none"> ✓ Application form ✓ Letter ✓ References ✓ Demo lesson ✓ Interview
Knowledge & Experience	<ul style="list-style-type: none"> • Held a post of responsibility in an urban comprehensive school • Experience of leading and managing a team • Successfully taught across whole age and ability range, including ALN • Experience of managing pupils with challenging behaviour • Experience of performance management / review 	<ul style="list-style-type: none"> • Have successfully mediated with parents / pupils/ staff • Experience of support and challenge in relation to colleagues • Worked with outside agencies • Worked with the local and wider community 	<ul style="list-style-type: none"> ✓ Application form ✓ Letter ✓ References ✓ Demo lesson ✓ Interview ✓ Presentation
Skills & Abilities	<ul style="list-style-type: none"> • Outstanding teaching skills • Able to lead by example, negotiate with and motivate staff • Able to plan strategically • Able to analyse, explain and use data and tracking systems to improve outcomes and raise standards • Able to chair and administer meetings 	<ul style="list-style-type: none"> • Able to teach English from KS3 to A Level • Able to be self-motivating • Able to multi-task • Able to manage change • Excellent human resource management skills 	<ul style="list-style-type: none"> ✓ Letter ✓ References ✓ Demo lesson ✓ Interview ✓ Presentation

	<ul style="list-style-type: none"> • Able to organise own time and that of others: able to work under pressure and stick to deadlines • Excellent oral, written and numeracy and ICT skills • Good reasoning power and judgement • Willingness and ability to learn new systems • Able to use AfL, target-setting and other strategies to improve outcomes and to lead others to do so • Able to plan, implement, monitor and evaluate alone or in a team • Have a clear 'improvement agenda' and understand how that is linked to the SIP, DIP and self-evaluation process. 		
Other	<ul style="list-style-type: none"> • Have a clear vision for achieving improvement in the subject area in line with SIP • Unrelenting in pursuit of raised standards • Cheerful, calm 'can-do' manner • Commitment to Equal Opportunities • Work in partnership with staff, parents and community • Thorough knowledge of and active support for the aims, ethos, systems and policies of the school • Loyalty and discretion • Liking and respect for children • Excellent record of attendance and punctuality 	<ul style="list-style-type: none"> • An understanding of the distinctive nature of work in an urban school • Conflict resolution skills • Good interaction with colleagues • Ambitious for further promotion • Sense of humour 	<ul style="list-style-type: none"> ✓ Letter ✓ References ✓ Demo lesson ✓ Interview ✓ Presentation