**SUBJECT LEADER**

Person Specification

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| --- | --- | --- |
| QUALIFICATIONS | ESSENTIAL | DESIRABLE |
| Education to degree level | ✓ |  |
| Qualified teacher (QTS) | ✓ |  |
| Post-Threshold teacher |  | ✓ |
| KNOWLEDGE & SKILLS | ESSENTIAL | DESIRABLE |
| An excellent classroom practitioner | ✓ |  |
| Secure understanding of curriculum, management  | ✓ |  |
| Knowledge and practical experience of curriculum self-evaluation | ✓ |  |
| Ability to interpret and use data to raise standards | ✓ |  |
| Has proven leadership and management skills | ✓ |  |
| Excellent inter-personal skills | ✓ |  |
| Ability to inspire students, staff, parents, governors and the wider community | ✓ |  |
| Energy, passion and perseverance  | ✓ |  |
| Reliability, commitment and integrity | ✓ |  |
| The ability to achieve high performance through good personal organisation, showing confidence in one’s skills, capability, judgement and self-control in stressful situations | ✓ |  |
| Can demonstrate recent training/reading relating to education development nationally | ✓ |  |
| EXPERIENCE  | ESSENTIAL | DESIRABLE |
| Managing change | ✓ |  |
| Current experience of working as part of a leadership group in a school |  | ✓ |
| Leading and managing staff | ✓ |  |
| Developing strategies for school improvement through departmental or pastoral change | ✓ |  |
| Managing a whole school initiative designed to raise student achievement |  | ✓ |
| Curriculum development |  | ✓ |

Person Specification - Competencies

Leadership

The ability to motivate people to achieve high levels of performance by establishing goals and clarifying direction

Management

The ability to manage change and improvement in the pursuit of strategic goals

Planning

The ability to prioritise and organise work efficiently, effectively and on time

Professional Expertise

The ability to develop and apply professional knowledge and skills to achieve effective outcomes

Performance Management

The ability to assess the performance of others and give constructive feedback

Communication Skills

The ability to receive, understand and convey information and ideas effectively