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| **PERSON SPECIFICATION****Leader of Subject** |  |

This is the specification to which we shall be working throughout the selection process. Your letter of application will be part of this process and will need to address these areas wherever possible.

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|  | **Essential** | **Desirable** |
| Education and Qualifications | * Qualified Teacher Status
* Degree or PGCE
 | * Good honours degree
* Further relevant CPD
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| Training and professional development | * Evidence of recent and relevant CPD
 | * Relevant Higher Degree or Diploma
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| Experience | * Successful recent experience of teaching the subject
* Tutor group experience
 | * Successful recent experience of teaching the subject for a minimum of 3 years
* Experience of teaching the subject across the age range
* Experience of leading a subject team
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| Skills and abilities | * Excellent classroom practitioner
* Ability to work under pressure
* Evidence of good organisational skills
* An effective team player
* A reputation for fair and effective behaviour management
* An ability to use and interpret data in order to design and implement intervention for individuals or groups of students who are underperforming
 | * Ability to use SIMS to track performance
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| Knowledge and understanding | * An excellent understanding of the curriculum across key stages 2 & 3
* Willingness to participate in extra-curricular activities
* Understanding of the nature and implications of recent research into what makes effective learning
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| Personal Attributes | * A proven ability to relate well to young people
* A proven ability to relate well to colleagues
* A commitment to helping pupils of all abilities to achieve the very highest standards of which they are capable
* Adaptability, flexibility and capacity for hard work
* A desire and determination to make a significant contribution to the school
 | * Clear and broad vision for education and schooling
* Ambition to progress further in the profession
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| Equal Opportunities/Safeguarding | * Understand and demonstrate a willingness to promote positively the Equal Opportunities Policy and safeguarding policy of Arnold Academy
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| Other | * Application form and letter specific to needs of Arnold Academy
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