**Person Specification – Faculty Leader**

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| **Category** | **Essential** | **Desirable** |
| **Qualifications & Training** | * Degree * QTS * Recent participation in relevant professional development | * Masters degree or equivalent * Evidence of further professional development in the Leadership and Management of whole school improvement |
| **Experience** | * Successful and effective leadership in raising achievement and attainment * Effective leadership and management of change * Successful teaching experience at Key Stages 3 and 4 * Effective leadership of a team | * Developing classroom practice to meet the needs of all learners including those who are most able and those who are DSEN * Experience of managing a budget |
| **Knowledge & Skills** | * Ability to communicate effectively in a variety of situations * High level interpersonal skills * Ability to lead effective student achievement and intervention programmes * A clear vision and understanding of ways to remove barriers to learning * The ability to build and sustain effective working relationships with staff, students, Governors and parents / carers. * Experience of using assessment data to identify underachievement and lead successful intervention strategies * Ability to plan strategically | * Knowledge of current thinking in promoting the attainment of able students * Knowledge of current thinking in utilising latest technologies to promote learning * Knowledge of how to use Pupil Premium funding to bring about sustained improvement |
| **Professional Development** | * Commitment to own professional development * Evidence of leading successful staff development and training | * Evidence of recent training and development |
| **Personal Qualities** | * Confidence and presence * Excellent health and attendance record * Committed to continuous school improvement * Drive, enthusiasm, and ambition for all students * Flexible and committed to high quality personal effectiveness * Creative and innovative approach to problem solving * Sense of humour * Be committed to equal opportunities and inclusive approaches * A genuine care for young people | * Commitment to life long learning * Flexibility and adaptability * Ability to demonstrate personal initiative and independent thinking, whilst working in a team environment |
| * **Note** ~ The successful candidate will be subject to a fully enhanced DBS disclosure | | |