**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
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| **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
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| **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
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| **Professional Development** | * Commitment to own professional development
* Evidence of leading successful staff development and training
 | * Evidence of recent training and development
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| **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
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| * **Note** ~ The successful candidate will be subject to a fully enhanced DBS disclosure
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