**RHS FACULTY LEADER – PERSON SPECIFICATION**

**Post holders will share the school’s commitment to safeguarding and promoting the welfare of children and young people**

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| **Attributes** | **Essential** | **Desirable** |
| **Qualifications and professional development** | Relevant degree and QTS. Evidence of relevant CPD. Successful record of TLR leadership and management. | Knowledge and experience of working with other schools. examination boards and organisations etc. |
| **Personal qualities, skills and attributes** | Ability to take initiative, lead, motivate, inspire and support others to achieve and improve.  High level of commitment, expectations, organisation and resilience. | Experience of implementing policy and practice at faculty and whole school level and leading relevant initiatives and developments. |
| **Leadership & Management** | Ability to provide clear vision and direction.  Experience of successful team leadership and management.  Experience of strategic planning, monitoring & evaluation.  Experience of effective resource management and development. | Experience of successfully introducing new initiatives/developments.  Experience of successfully managing change. Involvement in whole school strategic planning, monitoring & evaluation.  Experience as a reviewer for staff appraisal. Experience of effective financial management.  Experience of staff deployment, curriculum & timetable planning. |
| **Teaching and Learning** | Strong pedagogical knowledge of good Maths teaching  A record of successful teaching within the relevant faculty subject(s).  Experience in the use of data and assessment evidence to inform practice.  Experience of planning, reviewing and developing curriculum  Ability to improve and develop the practice of others. | Up to date knowledge of pedagogy and approaches to differentiated planning and assessment.  Experience of monitoring and evaluating aspects of teaching and learning and the practice of other staff.  Experience in coaching or mentoring.  Experience in providing INSET or CPD. |
| **Personnel** | Highly effective interpersonal and communication skills.  Ability to establish and develop positive relationships with all stakeholders. | Experience of providing information, advice and guidance for others. Experience of effective line management. Experience of working with Governors and other agencies. |
| **Standards** | Awareness of strategies for raising students’ achievement and managing behaviour, including removing barriers to learning.  Excellent record of behaviour management. Knowledge of OfSTED framework | Involvement in faculty/school improvement work or projects |