

**Person Specification**

**Director of Subject**

**Part A: Application Stage**

The following criteria will be used to short-list at the application stage:

# Essential

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| A  | ESSENTIAL  |
| 1  | Qualified Teacher Status  |
| 2  | Degree (or equivalent)  |
| 3  | Evidence of recent and relevant further professional development  |
| 4  | Be a Specialist Leader in Education (SLE) of your curriculum area (or be committed to working towards)  |
| 5  | Proven successful track record of curriculum leadership in specialist curriculum area  |
| 6  | Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data  |
| 7  | Experience of effective working with a range of relevant stakeholders  |
| 8  | Successful sustained experience of teaching in KS3 and KS4 which is at least good  |
| 9  | Evidence of knowledge and understanding of risk management  |
| 10  | Evidence of knowledge and understanding of safeguarding issues  |
| A  | DESIRABLE  |
| 11  | Higher degree or post graduate curriculum or leadership and management qualification  |
| 12  | Successful experience of working with the school community in raising the school profile  |
| 13  | Experience of education in an environment that can be challenging  |

# Part B: Assessment Stage

All items of the application stage criteria and the criteria below will be further explored at the assessment stage:

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| A  | ESSENTIAL  |
| 1  | Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation  |
| 2  | Good knowledge of leadership and management styles and when to use them  |
| 3  | Able to plan personal workload and set priorities  |
| 4  | Good written and oral communication skills to a range of audiences  |
| 5  | Able to work with parents/carers to understand and meet the needs of individual students  |
| 6  | A team leader who can ensure the involvement and commitment of all team members  |
| 7  | Persuasive and confident in a range of different environments  |
| 8  | Has a sound knowledge of strategies to enhance teaching and learning opportunities within academies  |
| 9  | Understanding and experience of Performance Management and accountability in a school  |
| 10  | A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards  |
| 11  | A commitment to equality and diversity  |
| 12  | High standards of integrity and a positive role model for students, staff, parents and the wider community  |
| 13  | Appropriate behaviour, attitude and commitment towards safeguarding and promoting the welfare of children and young people including: * Motivation to work with children and young people
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours
* Constructive attitude to use of authority and maintaining discipline
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| 14  | No disclosure about criminal convictions or safeguarding concern that make applicant unsuitable for this post  |
| 15  | Stamina, resilience reliability and integrity  |
| 16  | An understanding of the value of a successful work life balance for self and others  |
| 17  | A high level of interpersonal skills with the ability to empathise with different points of view and win respect  |
| 18  | Ability to motivate and inspire others  |
| 19  | Persuasive and confident in a range of different environments  |
| B  | DESIRABLE  |
| 1  | Effective financial and resource management skills  |
| 2  | Aware of opportunities for teaching and learning presented by new technologies  |

The following methods of assessment will be used:

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* Technical Assessment of application against criteria
* Activities designed to provide evidence to assess against Person Specification
* Presentation
* Interview

# Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

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| --- | --- |
| 1  | Enhanced DBS Certificate  |
| 2  | Additional criminal record checks if applicant has lived outside the UK  |
| 3  | Medical clearance  |
| 4  | Qualifications essential to the post  |
| 5  | Two references from current and previous employers (or education establishment if applicant not in employment)  |