

Job Title: English Subject Improvement Lead		
	Essential	Desirable
Education and Training		
Degree (2.2 or above) <u>OR</u> have Qualified Teacher Status (QTS)	✓	
Grade C (Level 4 or above) in GCSE English	✓	
Evidence of commitment to continuous professional development	✓	
Evidence of further study		✓
Professional and Experience		
A proven track record in achieving success with students across all abilities, backgrounds and experiences	✓	
The ability to teach outstanding lessons which deliver sustained and rapid progress	✓	
Excellent subject knowledge Key Stage 3-5 and an understanding of the pedagogy that underpins it	✓	
Analytical skills which enable the post holder to correctly identify the key pedagogical skills to be developed, focusing on the ones that will have the most impact	✓	
Current specialist subject knowledge to enable the post holder to support English teams in developing their curriculum	✓	
A deep understanding of the key elements of an outstanding English teaching and the ability to communicate these effectively to colleagues	✓	
Using data to inform planning and future developments	✓	
Monitoring, evaluation and review to support improvements/improved outcomes	✓	
Experience of working with teaching colleagues to improve their classroom practice	✓	
Confidence and flexibility to work effectively with colleagues, and credibility in the eyes of other professionals	✓	
Able to find solutions and make rational, well informed and pragmatic decisions	✓	
Understanding of developments in English at Key Stage 2 and Key Stage 5		✓
Experience of system leadership (or school-to-school support) in current position or beyond		✓
Personal Attributes		
Positive and solution focused with a flexible approach to work	✓	
Self-motivated and proactive	✓	
Energy and resilience	✓	
The ability to plan own work schedule	✓	
Initiative and the ability to work independently	✓	
Reflective and keen to develop self and others	✓	

High levels of integrity, able to ensure confidentiality	✓	
Able to influence and inspire confidence and trust	✓	
Good communicator both orally and in writing	✓	
Ability to coach, train and develop others	✓	
Excellent interpersonal skills including the ability to form rapport and build good working relationships with others	✓	
The ability to maintain and form appropriate relationships and personal boundaries with children and young people in line with the GLF Safeguarding and Child Protection Policy and the GLF Staff Code of Conduct	✓	