**Person Specification – Curriculum Leader**

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|  | **Essential** | **Desirable** |
| **Qualifications** | Qualified teacher statusGood Degree (or equivalent) in a relevant subjectEvidence of committing to Continuing Personal Development | Additional educational qualification(s), such as an M.EdMiddle Leadership qualification, such as NCSL MLDPEvidence of continuous INSET and commitment to further personal development |
| **Relevant experience** | Successful experience as a **leader of a curriculum or pastoral area**, with an understanding of the moral importance and accountability in the roleExperience in **embedding curriculum developments** that have resulted in raised attainments and excellent student progressSuccessful and relevant secondary teaching experience, across all key stages, demonstrably improving student performanceExperience of **monitoring** and giving accurate feedback to colleagues, including observation of teaching, resulting in improved outcomes. | Experience of leading and managing other team members/members of colleagues to improve their practiced and/or performance or when managing conflict |
| **Knowledge and understanding** | Excellent subject knowledge and skills as a classroom practitionerKnowledge of current curriculum and pedagogical developments in both your teaching subject and across the wider curriculum Understanding of relevant **equal opportunities, health and safety and safeguarding** guidance and legislation, and with commitment to keeping up to date with legislative changes affecting academiesKnowledge of the regulations around safeguarding and how to address any issues that might ariseBe able to demonstrate emotional resilience when facing difficult or challenging situations when working with children and colleaguesCommitment to the Academy’s ethos and aims |  |
| **Skills and aptitudes** | Desire to continuously promote, raise and assess the highest teaching standards across your teaching subjectCreative, flexible and open to new ideas to promote teaching and learning to the highest standardsExcellent **organisational** **and time management skills** Excellent oral and written communication skillsAbility to plan, assess and evaluate strategic plans and undertake data analysisProven ability to **motivate, inspire and manage** colleagues and learnersAbility to establish, lead and develop **positive working relationships** with learners, parents, colleagues, Governors and local community, setting appropriate personal but professional boundariesAbility to create and develop an ambitious vision for the highest achievement of learners and colleagues | Ability to report to and work with other stakeholders such as Governors, the LA and other external advisors or agenciesAbility to successfully implement change, involving and consulting learners, parents, colleagues, Governors and others |
| **Special Requirements** | Enhanced DBS clearanceCompliance with all Academy and Trust policies, with a willingness to engage in extra-curricular activities and take responsibility for professional development |  |