**Person Specification – Curriculum Leader**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | Qualified teacher status  Good Degree (or equivalent) in a relevant subject  Evidence of committing to Continuing Personal Development | Additional educational qualification(s), such as an M.Ed  Middle Leadership qualification, such as NCSL MLDP  Evidence 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 role  Experience in **embedding curriculum developments** that have resulted in raised attainments and excellent student progress  Successful and relevant secondary teaching experience, across all key stages, demonstrably improving student performance  Experience 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 practitioner  Knowledge 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 academies  Knowledge of the regulations around safeguarding and how to address any issues that might arise  Be able to demonstrate emotional resilience when facing difficult or challenging situations when working with children and colleagues  Commitment to the Academy’s ethos and aims |  |
| **Skills and aptitudes** | Desire to continuously promote, raise and assess the highest teaching standards across your teaching subject  Creative, flexible and open to new ideas to promote teaching and learning to the highest standards  Excellent **organisational** **and time management skills**  Excellent oral and written communication skills  Ability to plan, assess and evaluate strategic plans and undertake data analysis  Proven ability to **motivate, inspire and manage** colleagues and learners  Ability to establish, lead and develop **positive working relationships** with learners, parents, colleagues, Governors and local community, setting appropriate personal but professional boundaries  Ability 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 agencies  Ability to successfully implement change, involving and consulting learners, parents, colleagues, Governors and others |
| **Special Requirements** | Enhanced DBS clearance  Compliance with all Academy and Trust policies, with a willingness to engage in extra-curricular activities and take responsibility for professional development |  |