Person Specification: BWH - Director of English

The post holder will be able to demonstrate:

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| Experiences | Essential | Desirable |
| Qualified Teacher Status | X |  |
| A minimum of two years teaching experience | X |  |
| A degree in English or closely related to English | X |  |
| An English degree with a 2:1 classification or above. |  | X |
| Departmental leadership experience of securing improvement in student outcomes | X |  |
| Other leadership experience |  | X |
| Evidence of recent and relevant professional development | X |  |
| Knowledge & Understanding | Essential | Desirable |
| Understanding of current educational priorities and developments | X |  |
| Extensive knowledge and understanding of the KS2, KS3, KS4 and KS5 curriculum of English |  | X |
| A clear understanding of current research and research led teaching and learning strategies which improve outcomes for students | X |  |
| A clear understanding of current English curriculum initiatives and implementation ideas for English across all Key stages |  | X |
| Leadership and management of collaboration activities between departments, schools and other partner schools |  | X |
| Experience of evaluating curriculum intent/ implementation | X |  |
| Experience as an appraiser within teacher performance manager |  | X |
| A working knowledge of leading and managing innovation and change | X |  |
| Refined leadership skills to motivate team members and effectively manage workload |  | X |
| Proven ability to analyse data, evaluate performance and plan for improvement | X |  |
| A clear understanding of strategies for improving the quality of education | X |  |
| Demonstrate knowledge of a range of effective classroom and behaviour management strategies | X |  |
| Experience of working with PIXL |  | X |
| Competence summary | Essential | Desirable |
| Able to motivate, lead and interact with staff, students and parents/carers | X |  |
| Able to work in collaborative partnership with others | X |  |
| Able to show resilience |  |  |
| Able to plan strategically and identify priorities/areas for improvement | X |  |
| Able to use appropriate leadership styles and management techniques | X |  |
| Able to deal sensitively with people and resolve conflict | X |  |
| Able to work constructively with governors and members of the wider trust |  | X |
| Able to demonstrate high level organisational skills | X |  |
| Able to work effectively with the senior line manager for English | X |  |
| Excellent oral and written skills | X |  |
| Able to effectively deploy staff and resources | X |  |
| Able to set high and clear expectations and hold others to account | X |  |
| Work-related personal requirements | Essential | Desirable |
| Personal impact and presence | X |  |
| Integrity | X |  |
| Self confidence | X |  |
| A willingness to embrace and develop the vision of Blessed William Howard Catholic High School | X |  |
| Commitment to safeguarding and promoting the welfare of children and young people | X |  |
| Experience of managing the wellbeing of staff members |  | X |