**Person Specification**

**Director of English**

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| **Attribute** | **Essential** | **Desirable** | **How identified** |
| Qualifications | * Good honours degree in relevant subject * Qualified Teacher Status | * Masters Degree in Education or similar | * Application * References |
| Knowledge and Skills | * Excellent classroom practitioner * Ability to put vision into practice * Clear ideas and strategies for raising pupil attainment and achievement in English * Knowledge and experience of using data * Knowledge and experience of intervention strategies * Excellent ICT skills * Knowledge and understanding regarding Safeguarding, Child Protection and Prevent | * Has undertaken Leadership/Management training | * Application * References * Teaching exercise * Interview |
| Experience | * Successful record of teaching English including very strong results in public examinations | * Already holding a Teaching and Learning responsibility * Experience in more than one school | * Application * References * Interview |
| Continuous Professional Development | * Evidence of commitment to personal CPD * Experience of delivering CPD to colleagues |  | * Application |
| Personal Qualities | * Able to challenge, influence and inspire colleagues * Excellent organisational skills * Excellent communicator * Drive and determination * Ability to work under pressure including meeting deadlines * Willingness to contribute to the wider life of the school * Sense of humour * Ambitious, both personally and for young people * A commitment to safeguarding children |  | * Application * Reference * Teaching exercise * Interview |

*Boston Spa Academy is committed to safeguarding and promoting the wellbeing of all children and we expect our staff and volunteers to share this commitment. The successful candidate will be subject to a Disclosure and Barring Service (DBS) check. We promote diversity and aim to establish a workforce, which reflects the population of Leeds.*