

**Director of English**

**Person Specification**

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| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| **LEGAL REQUIREMENTS** | * Enhanced DBS Clearance including children barred lists |  |
| **QUALIFICATIONS**  Principally assessed through letter and application form | * Completed a course leading to DfE recognised teaching qualification (QTS) * Qualified to degree level | * NPQSL / NPQML or comparable qualifications * SLE * Masters |
| **EXPERIENCE and PROFESSIONAL COMPETENCE**  Principally assessed through letter, application form | * Proven to teach outstanding lessons * Teaching across Key Stages 3-4 * Proven experience and track record in leading raising achievement in English in Key Stage 4 / 5 or both * Experience of supporting colleagues in developing their practice * Wide range of learning and teaching skills * Highly effective lesson planning to meet the needs of all students * Highly effective classroom management * Ability to engage and motivate all students * Experience of involvement in the leadership and development of whole school priorities | * Experience of teaching post 16 students * Completed action research in teaching and learning * Effectively led a department * Experience of developing others (leading CPD, ECT or ITT mentoring) * Experience of developing partnerships with other schools, ITEs, businesses and the local community |
| **KNOWLEDGE**  Principally assessed through letter and interview process | * Up to date subject knowledge * Use of assessment and achievement data to improve practice and raise standards * Know how pupils’ learn and strategies to promote student progress * Excellent understanding of the OFSTED framework and what constitutes outstanding learning and student progress * Current education initiatives that affect English * Strategies to ensure good progress for the most able and those requiring support | * Current education initiatives that affect the wider school, beyond English * School self-evaluation |
| **COMMUNICATIONS**  Principally assessed through letter and interview process | * Have excellent written and verbal communication skills * Interpersonal skills |  |
| **PERSONAL ATTRIBUTES**  Principally assessed through references, letter and interview process | * To be committed to safeguarding and promoting the welfare of children and young people * Passion for English * Flexibility and willingness to be involved in the school * Committed to teaching and a willingness to continue to learn through professional development * High student expectations * Work effectively as a member of a team * Be an effective role model through presentation and personal conduct * Enthusiasm, energy, vigour, reliability and integrity * Committed to professionally developing others * Innovative and creative, willing to try and adapt new ideas and approaches |  |