

**Director of English**

**Person Specification**

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| **REQUIREMENT** | **ESSENTIAL** | **DESIRABLE** |
| **LEGAL REQUIREMENTS** | * Enhanced DBS Clearance including children barred lists
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| **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
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| **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
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| **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
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| **COMMUNICATIONS**Principally assessed through letter and interview process | * Have excellent written and verbal communication skills
* Interpersonal skills
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| **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
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