



**ST BIRINUS SCHOOL**

*Inspiring Excellence through Care, Courtesy and Commitment*

### English Faculty Leader - Person Specification

	Essential	Desirable
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>English-based degree</li> <li>Qualified Teacher Status</li> <li>Evidence of relevant and impactful continued professional development over the last three years</li> </ul>	<ul style="list-style-type: none"> <li>Further relevant qualifications eg. Higher Degree; experience of 'shadowing' middle / senior leadership</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of carrying out formal monitoring, evaluation and review processes</li> <li>Proven record of successful area leadership and management (eg Key Stage; subject area; whole-school initiative)</li> <li>Emerging track record in raising standards of teaching and learning</li> <li>Awareness of strategic planning and monitoring of its implementation</li> <li>Experience of challenging under-performance</li> <li>Outstanding classroom practitioner</li> </ul>	<ul style="list-style-type: none"> <li>Experience within more than one Faculty</li> </ul>
<b>Specialist Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>Ability to communicate and implement a clear vision</li> <li>Able to think and act strategically</li> <li>High-level personal ICT skills and sound understanding of (and commitment to) how the effective use of ICT can enhance both learning and management across the school</li> <li>Able to lead and manage change successfully</li> <li>Able to secure staff accountability</li> <li>The developing ability to provide inspirational leadership with a 'can do' attitude and to generate high expectations, enthusiasm and commitment</li> <li>Wisdom to delegate where appropriate</li> <li>High level of written, oral and presentational skills</li> <li>Excellent organisational skills</li> <li>High-level ability to understand and use performance data to inform impact-driven development activities</li> <li>Relentless pursuit of the best possible education and learning in the interest of all students</li> </ul>	<ul style="list-style-type: none"> <li>The ability and desire to teach across the age and ability range</li> <li>Able to relate to, and work with, school stakeholders, the local and wider community, developing the school's languages links within the locality</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>Energetic, able to work under pressure and meet deadlines.</li> <li>A team player</li> <li>Commitment, enthusiasm, optimism and creativity</li> <li>An unflinching drive towards not accepting second best</li> <li>A firm belief that <u>all</u> students can make exceptional progress between the end of Key Stage 2 and the end of Key Stage 4</li> <li>An awareness of, and an understanding and commitment to, inclusion and equal opportunities</li> <li>The highest standards for self, students and staff</li> <li>A commitment to continuous Faculty improvement</li> <li>Approachable, consistent and emotionally intelligent</li> <li>A developing ability to vary leadership style to address leadership issues</li> <li>Visible, high profile leader – with 'presence'</li> <li>A vision of what a 21<sup>st</sup> century education should look like</li> <li>Have the potential and ambition to become a senior leader</li> </ul>	<ul style="list-style-type: none"> <li>Be willing to lead extra-curricular activities</li> </ul>