

## Subject Leader – Person Specification

**CONTEXT:** Before making an application candidates are asked to match their qualifications, experience, skills and abilities against the criteria listed below.

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>QUALIFICATIONS</b></p> <p><b>EXPERIENCE</b></p> <p><b>TRAINING AND PROFESSIONAL DEVELOPMENT</b></p>	<ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• A good degree qualification in the teaching of one of the subjects within the Faculty,</li> <li>• Minimum of three years teaching experience.</li> <li>• Experience of teaching across the age and ability range up to and including sixth form.</li> <li>• Excellent interpersonal and communication skills</li> <li>• The ability to lead and foster positive professional relationships and work effectively with teaching and support staff of varying experience</li> <li>• The ability to balance priorities to ensure deadlines are met</li> <li>• The ability to motivate staff and students within the Faculty to achieve their potential</li> <li>• The ability to make a positive contribution to the wider life and ethos of the school.</li> <li>• Experience achieving excellent examination outcomes for students in one of the subjects within the Faculty.</li> <li>• Experience directly relevant the particular management focus of the specific role</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching more than one subject within the Faculty</li> <li>• Experience of strategic planning and implementing whole school initiatives</li> <li>• Experience leading a subject or key stage to achieve excellent outcomes for students.</li> </ul>
<p><b>LEADERSHIP</b></p>	<ul style="list-style-type: none"> <li>• Knowledge, understanding and skills directly relevant to the capacity to carry out the specific management role to the highest standard</li> <li>• Understanding of and a commitment to the aspects required to build high performing teams</li> <li>• A commitment to distributed leadership, evidenced through successful experience of leading high performing teams</li> <li>• Previous experience for leading or contributing to a key learning &amp; teaching, assessment or curriculum design initiative</li> <li>• Proven ability to use a wide range of self-evaluation strategies to identify strengths and areas for development within the Faculty</li> <li>• Understanding of a wide range of leadership strategies to empower staff in their team, or the capacity to learn them swiftly</li> <li>• The ability and commitment to work as part of a team of 8 Directors of Learning to develop strategic initiatives across the school</li> </ul>	<ul style="list-style-type: none"> <li>• Middle Leadership CPD (either in-House or through external verifiers eg: National College)</li> <li>• Understanding how to manage change effectively at middle leadership level</li> <li>• Experience of engaging in self-evaluation activities within their own subject area</li> <li>• Experience of negotiating challenging Performance Management Objectives for a wide range of staff</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding how to use of data to inform improvement and raise student performance</li> <li>• To know how and when to draw on advice and specialist support especially from your line manager and other staff members</li> </ul>	
<b>TEACHING &amp; LEARNING</b>	<ul style="list-style-type: none"> <li>• Outstanding classroom practitioner</li> <li>• Proven ability to share strategies to improve teaching and learning in classrooms other than their own</li> <li>• Excellent understanding of the components which comprise outstanding teaching and learning</li> <li>• Experience of conducting lesson observations and making Ofsted style judgements on teaching and learning</li> <li>• Experience of giving effective feedback to colleagues about professional performance</li> <li>• A clear passion for improving outcomes for students within the Faculty</li> <li>• A robust commitment to collaboration in teaching and learning strategies designed to support colleagues in their professional learning</li> <li>• Knowledge and understanding of reformed GCSE and A Level examination requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading teaching and learning initiatives beyond their own classroom</li> <li>• Experience of coaching and mentoring colleagues</li> <li>• Experience of conducting lesson observations or evaluating teaching and learning</li> </ul>
<b>PERSONAL QUALITIES AND SKILLS</b>	<ul style="list-style-type: none"> <li>• Enthusiasm, innovation and perseverance in supporting achievement</li> <li>• High expectations and a commitment to inclusive education including creating an environment for individual contribution and achievement</li> <li>• An ability and willingness to engage in difficult conversations with colleagues about teaching and learning performance</li> <li>• An excellent team-player who relates well to students, staff, parents and the wider community</li> <li>• Flexible and adaptable to meeting the changing needs of the Faculty</li> <li>• The ability to work under pressure and maintain a good sense of humour</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of engagement in difficult conversations with colleagues about teaching and learning performance</li> </ul>