

Key Stage 3 Lead

PERSON SPECIFICATION

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Good Honours degree; * Qualified teacher status; * Recent and relevant professional development. | * Higher degree * Further qualifications – education related | AF |
| **Experience** | * Outstanding classroom teacher; * Track record in raising standards; * Proven track record of managing successful quality assurance and making use of the data and other information essential for success; | * Experience as a middle leader at the appropriate age range for the school; * Experience of managing staff. * Experience of a variety of roles in a secondary school; | AF SS INT RF |
| **Professional Development** | * Experience of delivering staff training and co-ordinating the professional development of staff. | * A record of professional development that includes training in leadership and management; * Management Qualification | AF SS INT RF |
| **Strategic Leadership and Management** | * Ability to articulate and persuade others to share a vision; * Ability to motivate and engage all stakeholders; * Ability to analyse data, develop strategic plans, set targets and monitor and evaluate progress; * Is fair, compassionate and has a strong sense of social justice; * Has a desire to make a significant, long term difference to the life chances of every student. |  | SS INT RF |
| **Teaching**  **and**  **Learning** | * Clear understanding of what constitutes a broad and balanced curriculum and how the new curriculum changes should be incorporated to meet statutory requirements; * Clear vision of how to differentiate and resource the curriculum to meet the needs of all students; * Evidence of successful development of whole school academic achievement. | * Evidence of creating an effective learning environment. * Developing and implementing successful policy and practice for behaviour management; * Experience of preparing staff for Ofsted. * Demonstrable experience in the effective use of assessment to inform teaching and learning in order to help individual students make progress; | SS INT RF |
| **Accountability** |  | * A proven track record of monitoring and intervening for different student groups to ensure progress for all. | SS INT RF |
| **Other skills and attributes** | * Completely trustworthy and respectful of confidential information; * Suitable to work with children and young people; * Capacity and enthusiasm for hard work; * Be flexible with time and contribute to working outside of school hours; * Ability to motivate and inspire others; * Highly competent ICT skills; * Ability to organise, prioritise, delegate and manage the work of self and others; * Positive, cheerful and resilient outlook; * Ability to build and maintain good working relationships with a wide variety of staff; * Excellent communication skills; * Strong commitment to school improvement and raising standards for all; * Commitment to equality and the educational needs of the communities served by the school; * Is a starter and a finisher of strategic tasks; * Ability to multi task and willing to take on multiple roles and responsibilities. |  | AF  SS INT RF |

\* AF = Application Form

SS = Supporting Statement

INT= Interview

RF = References