

Person Specification

Lead Practitioner



	Essential	Desirable	Identified
Organisational fit	Able to demonstrate: • working towards the Trust aims and objectives • genuine passion for improving the life chances of each student within the school		
Education and Training	• Honours degree or equivalent • Qualified Teacher Status • Qualified to teach in the UK • Recent relevant in-service training	• Post graduate study or qualification	Application
Experience	• Successful training across the whole age and ability range • Successful and varied teaching experience in the secondary sector up to and including Advanced level • Experience of teaching A Level • Experience of delivering outstanding attainment and progress • Experience of identifying, implementing, monitoring and evaluating effective strategies for improving attainment • Experience of leading, coaching and mentoring of teachers • Experience of delivering staff training to support improved attainment and progress	• Experience of working with parents and the wider community • Experience of working across a network of schools	Application and Interview
Knowledge / skills	• An excellent practitioner • Ability to operate as part of a team and be effective • Ability to initiate, develop and implement policies • Ability to motivate pupils • Ability to learn from experience • Ability to effectively collect, analyse and evaluate data • Ability to use ICT to support the role • Ability to plan, deliver and monitor effective intervention • Ability to improve learning and teaching • AfL strategies	• Whole school awareness of current practice, developments and curriculum reforms	Application, interview and references

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	• Ability to propose active strategies to raise achievement • Up to date knowledge of current educational practice, developments and curriculum reforms • Ability to consider the details and the 'bigger picture'		
Personal Qualities	• Commitment to inclusive comprehensive education • Vision and imagination • Sensitivity to the needs of others • Ability to work under pressure • Ability to adapt to changing needs and circumstances • Integrity • Excellent communication skills • Excellent presentation skills • Honesty • Resilience • Good time management • Personal organisation • Tenacity • Ability to be a role model • Maintaining perspective		Application, interview and references