

# Person Specification

## Lead Practitioner



	Essential	Desirable	Identified
<b>Organisational fit</b>	<p>Able to demonstrate:</p> <ul style="list-style-type: none"> <li>• working towards the Trust aims and objectives</li> <li>• genuine passion for improving the life chances of each student within the school</li> </ul>		
<b>Education and Training</b>	<ul style="list-style-type: none"> <li>• Honours degree or equivalent</li> <li>• Qualified Teacher Status</li> <li>• Qualified to teach in the UK</li> <li>• Recent relevant in-service training</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate study or qualification</li> </ul>	Application
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful training across the whole age and ability range</li> <li>• Successful and varied teaching experience in the secondary sector up to and including Advanced level</li> <li>• Experience of teaching A Level</li> <li>• Experience of delivering outstanding attainment and progress</li> <li>• Experience of identifying, implementing, monitoring and evaluating effective strategies for improving attainment</li> <li>• Experience of leading, coaching and mentoring of teachers</li> <li>• Experience of delivering staff training to support improved attainment and progress</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with parents and the wider community</li> <li>• Experience of working across a network of schools</li> </ul>	Application and Interview
<b>Knowledge / skills</b>	<ul style="list-style-type: none"> <li>• An excellent practitioner</li> <li>• Ability to operate as part of a team and be effective</li> <li>• Ability to initiate, develop and implement policies</li> <li>• Ability to motivate pupils</li> <li>• Ability to learn from experience</li> <li>• Ability to effectively collect, analyse and evaluate data</li> <li>• Ability to use ICT to support the role</li> <li>• Ability to plan, deliver and monitor effective intervention</li> <li>• Ability to improve learning and teaching</li> <li>• AfL strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Whole school awareness of current practice, developments and curriculum reforms</li> </ul>	Application, interview and references

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	<ul style="list-style-type: none"> <li>• Ability to propose active strategies to raise achievement</li> <li>• Up to date knowledge of current educational practice, developments and curriculum reforms</li> <li>• Ability to consider the details and the 'bigger picture'</li> </ul>		
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Commitment to inclusive comprehensive education</li> <li>• Vision and imagination</li> <li>• Sensitivity to the needs of others</li> <li>• Ability to work under pressure</li> <li>• Ability to adapt to changing needs and circumstances</li> <li>• Integrity</li> <li>• Excellent communication skills</li> <li>• Excellent presentation skills</li> <li>• Honesty</li> <li>• Resilience</li> <li>• Good time management</li> <li>• Personal organisation</li> <li>• Tenacity</li> <li>• Ability to be a role model</li> <li>• Maintaining perspective</li> </ul>		Application, interview and references