



PERSON SPECIFICATION: Leader of Social Sciences

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Qualified Teacher Status 	<ul style="list-style-type: none"> • Evidence of commitment to further professional development
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> • Recent relevant service training in current education practice, including management • Thorough knowledge of the Secondary and post 16 study at sixth form curriculum • Thorough knowledge of current assessment practices in education 	<ul style="list-style-type: none"> • Post graduate study
EXPERIENCE	<ul style="list-style-type: none"> • Successful teaching experience in the whole secondary age range and sixth form age range • Leadership or management of an aspect of school improvement and/or the curriculum • Experience of staff development • Participation in a team approach to management including management of change • Experience and good working knowledge of the National Curriculum and associated statutory testing • Experience and good working knowledge of examinations and accredited courses in KS4 and 5 • The use of assessment to inform practice and raise standards • Strategic analysis of data to inform teaching and learning and curriculum development • Experience across the secondary and sixth form phases 	<ul style="list-style-type: none"> • Leading INSET in a school context • Middle leadership responsibilities • Experience of working in a school with a high percentage of EAL pupils • Experience of leading Performance Management • Experience in more than one school

	<ul style="list-style-type: none"> Teaching experience in at least one of the subjects that will be managed within the job description 	
KNOWLEDGE AND UNDERSTANDING	<p>The post holder should have knowledge and understanding of:</p> <ul style="list-style-type: none"> All aspects of Social Sciences as specialisms The principles and practice of secondary and sixth form education Curriculum management and the school's role in providing effective and high quality provision for all pupils Leading quality assurance for effective provision Driving school ethos and values Whole school experiences The role of a middle leader 	<p>The post holder may also have knowledge and understanding of:</p> <ul style="list-style-type: none"> The use of assessment to inform practice and raise standards
SKILLS AND ABILITIES	<ul style="list-style-type: none"> Create a positive team spirit delegating and negotiating when necessary with sensitivity Excellent classroom practitioner skills and evidence of ability to influence the quality of teaching and learning Ability to innovate Ability to monitor, evaluate and review by example Ability to lead and work effectively in teams Ability to influence and develop staff through coaching and mentoring Ability to collate and analyse data to inform practice Ability to design a curriculum 	<ul style="list-style-type: none"> Role in budget management Leading external-based INSET Participating in the establishment of links with parents and governors Engagement in educational research
PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> Approachable Committed Empathetic Enthusiastic Organised Patient Resourceful Kind 	

OTHER	<ul style="list-style-type: none"> • Evidence of leading on innovations in pedagogy • Excellent interpersonal skills • High levels of enthusiasm and energy 	<ul style="list-style-type: none"> • Good sense of humour
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All the above elements will be assessed and evaluated through the application form and the selection process