

Post-16 Lead – Person Specification.

Criteria	Essential	Essential/ Desirable	Method of assessment
Qualification	<ul style="list-style-type: none"> Degree and Qualified Teacher status. Relevant professional development/qualifications 	<p>E</p> <p>E</p>	<p>A</p> <p>A</p>
Leadership and Management Experience	<ul style="list-style-type: none"> Substantial experience as a successful Middle Leader Successfully led, planned, managed and evaluated change, which has had a significant impact at department and/or whole school level Demonstrated the ability to work strategically and successfully at a middle or senior leadership team level Worked successfully with other education partners and providers 	<p>D</p> <p>E</p> <p>D</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A</p>
Teaching Experience	<ul style="list-style-type: none"> Demonstrated outstanding, sustained and successful experience as a teacher in a SEN environment To have an in depth knowledge of the secondary curriculum and the range of qualifications that meet the needs of individual learners 	<p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p>
Shaping the Future	<ul style="list-style-type: none"> Understands aims and visions of the school and is able to inspire, challenge and motivate others to carry the school's vision of excellence forward Has a clear understanding of improving learning and achievement through the school's ethos Proven track record of contributing to the raising of educational standards Can demonstrate strategic thinking and planning that builds, communicates and carries forward a coherent vision Able to lead by example in promoting the school's vision and values to students, staff, Trustees and parents Has successful experience of curriculum development work or leading learning and teaching developments along with an understanding of the personalised learning and preparing for adulthood agenda Experience of improving the quality of teaching and learning, including promoting excellence and challenging poor performance Experience of monitoring and evaluating the effectiveness of teaching, learning and curriculum provision, including its outcomes in terms of standards, achievement and personal development and wellbeing Able to access, analyse and interpret information and data to support school improvement and the raising of standards in quality of education Promotes positive behaviour management and develops a student focused, inclusive and effective learning environment 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
Leading and Managing the organisation	<ul style="list-style-type: none"> Has the drive and ability to provide clear direction and motivate others to attain high goals Proven track record of providing direction, inspiration and strong leadership to all staff Is committed to sustain a safe, secure and healthy school environment Has sound knowledge and understanding of the wider educational agenda including the Gatesby Benchmarks Have a wide knowledge of the pathways available to supplement the post 16 offer, including supported 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>A/I</p> <p>A/I</p> <p>A</p> <p>A/I</p>

