**Northern Education Trust**

Post: Senior Director of Subject

**PERSON SPECIFICATION**

|  |  |  | **Assessed by:** |
| --- | --- | --- | --- |
| **No** | **Categories** | **Essential / Desirable** | **App Form** | **Interview / Task** |
| **QUALIFICATIONS** |
| 1. | Qualified Teacher Status | E | ✓ |  |
| 2. | Degree (or equivalent) | E | ✓ |  |
| 3. | Evidence of recent and relevant further professional development | E | ✓ |  |
| 4. | Be a Specialist Leader in Education (SLE) of your curriculum area (or be committed to working towards) | E | ✓ |  |
| 5. | Higher degree or post graduate curriculum or leadership and management qualification | D | ✓ |  |
| **EXPERIENCE** |
| 6. | Proven successful track record of outstanding curriculum leadership in specialist curriculum area | E | ✓ | ✓ |
| 7. | Experience of managing a Department; line managing staff and carrying out their performance management; | E | ✓ | ✓ |
| 8. | Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data | E | ✓ | ✓ |
| 9. | Experience of effective working with a range of relevant stakeholders | E | ✓ | ✓ |
| 10. | Successful sustained experience of teaching in KS3 and KS4 which is at least good | E | ✓ | ✓ |
| 11. | Evidence of knowledge and understanding of risk management | E | ✓ | ✓ |
| 12. | Evidence of knowledge and understanding of safeguarding issues | E | ✓ | ✓ |
| 13. | Successful experience of working with the school community in raising the school profile | D | ✓ | ✓ |
| 14. | Experience of education in an environment that can be challenging | D | ✓ | ✓ |
| 15. | Experience of working at a national level, representing the specialist subject area or other relevant national involvement | D | ✓ | ✓ |
| **ABILITIES, SKILLS AND KNOWLEDGE** |
| 16. | Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation | E | ✓ | ✓ |
| 17. | Good knowledge of leadership and management styles and when to use them | E | ✓ | ✓ |
| 18. | Able to plan personal workload and set priorities | E | ✓ | ✓ |
| 19. | Good written and oral communication skills to a range of audiences | E | ✓ | ✓ |
| 20. | Able to work with parents/carers to understand and meet the needs of individual students | E | ✓ | ✓ |
| 21. | A team leader who can ensure the involvement and commitment of all team members | E | ✓ | ✓ |
| 22. | Persuasive and confident in a range of different environments | E | ✓ | ✓ |
| 23. | Has a sound knowledge of strategies to enhance teaching and learning opportunities within academies | E | ✓ | ✓ |
| 24. | Understanding and experience of Performance Management and accountability in a school | E | ✓ | ✓ |
| 25. | A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards | E | ✓ | ✓ |
| 26. | A commitment to equality and diversity | E | ✓ | ✓ |
| 27. | High standards of integrity and a positive role model for students, staff, parents and the wider community | E | ✓ | ✓ |
| 28. | Appropriate behaviour, attitude and commitment towards safeguarding and promoting the welfare of children and young people including:* Motivation to work with children and young people
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours
* Constructive attitude to use of authority and maintaining discipline
 | E | ✓ | ✓ |
| 29. | No disclosure about criminal convictions or safeguarding concern that make applicant unsuitable for this post | E | ✓ | ✓ |
| 30. | Stamina, resilience reliability and integrity | E | ✓ | ✓ |
| 31. | An understanding of the value of a successful work life balance for self and others | E | ✓ | ✓ |
| 32. | A high level of interpersonal skills with the ability to empathise with different points of view and win respect | E | ✓ | ✓ |
| 33. | Ability to motivate and inspire others | E | ✓ | ✓ |
| 34. | Persuasive and confident in a range of different environments | E | ✓ | ✓ |
| 35. | Effective financial and resource management skills | D | ✓ | ✓ |
| 36. | Aware of opportunities for teaching and learning presented by new technologies | D | ✓ | ✓ |
| **PERSONAL QUALITIES** |
| 37. | A strong commitment to both Trust values and ethos plus own professional conduct and ethics | E | ✓ | ✓ |
| 38. | Commitment to support the Trust’s agenda for safeguarding and equality and diversity | E | ✓ | ✓ |
| 39. | Ability to travel and work outside of core hours if necessary | E | ✓ | ✓ |
| 40. | High attention to detail and accuracy | E | ✓ | ✓ |
| 41. | Full driving licence  | E | ✓ |  |

NET is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks, including an enhanced DBS check.