

Person Specification

Subject Lead	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none"> • Graduate • Qualified Teacher Status • Relevant professional development 	<ul style="list-style-type: none"> • Good degree • Additional educational qualification
Experience	<ul style="list-style-type: none"> • Effective teaching • Experience of supporting the delivery of effective staff development • Motivating and developing staff • Coherent vision of the role of Languages within the curriculum • Supporting the development of whole school numeracy programmes • Ability to understand the requirements of the Ofsted framework and make sound judgements using established criteria. • Creating a positive and vibrant learning environment 	<ul style="list-style-type: none"> • Outstanding teaching • Curriculum leadership experience • Leading whole team staff development • Languages curriculum development work • Researching and applying best practice • Parental engagement • Implementing whole school numeracy programmes • An understanding of the Ofsted framework and experience of making judgements using criteria • Ability to decide upon appropriate actions to improve Ofsted outcomes
Skills and knowledge	<ul style="list-style-type: none"> • A belief in the importance of an inclusive curriculum provision • Personalised learning approaches • Use of assessment to raise achievement • Excellent verbal and written communication • ICT for communication • Current subject specific educational issues • Effective time management, ability to prioritise tasks and meet deadlines • Understanding of effective learning approaches and the ability to develop and implement successfully within a curriculum team 	<ul style="list-style-type: none"> • Use of data to analyse and raise student performance of specific cohorts • Innovative extended curriculum provision / use of external providers • Student behavioural, emotional and social support • Current whole school educational issues • Approaches to supporting the development of community cohesion • Proven ability to develop and implement effective learning strategies
Leadership	<ul style="list-style-type: none"> • Initiate and manage departmental improvement in pursuit of School aims • Lead and manage colleagues individually and within curriculum team • Take into account the views of others • Delegate, monitor, evaluate and feedback 	<ul style="list-style-type: none"> • Leadership of departmental development and change • Develop the ownership of responsibility within teams • Able to improve the performance of an underachieving team or colleague • Innovative and creative solutions to problems • Flexible leadership styles

	<ul style="list-style-type: none"> • Clear, reasoned decision making • Negotiate and consult • Secure shared vision for sustained improvement with colleagues 	
Personal attributes	<ul style="list-style-type: none"> • Integrity and moral courage • Positive work ethic • Identification with school aims and values • Commitment to comprehensive, inclusive education • Enjoy working with young people and be a positive role model recognising your status as a significant adult • Commitment to equal opportunities • Inspire students and colleagues • Energy, enthusiasm and a positive disposition • Able to work under pressure to deadlines • Self-motivating • Reliable • Adaptable • Sense of humour • Accept and use positive criticism 	<ul style="list-style-type: none"> • Aspirations and potential for further promotion