|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Description** | **Essential** | **Desirable** | **Assessed through application** | **Assessed through interview and/or task** |

**Qualifications and Training:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| A relevant good honours degree or equivalent qualification and Qualified Teacher Status | Y |  | Y |  |
| An outstanding practitioner with substantial successful teaching experience across the 11-18 age and an ability to teach up to A’ level English in specialism | Y |  | Y |  |
| Recent relevant personal professional development | Y |  | Y |  |
| Experience of teaching A’ level English Literature and Language |  | Y | Y |  |

**Leadership & Management Experience:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Experience of recent relevant leadership within a secondary school | Y |  | Y |  |
| A recent and relevant leadership qualification or eagerness to undertake such qualifications |  | Y | Y |  |
| Successful experience of leading an “initiative” | Y |  | Y | Y |
| High profile in the school community | Y |  | Y |  |
| Proven ability to raise standards | Y |  | Y | Y |
| Proven ability to set and achieve targets by being consistently focussed on achieving high educational standards | Y |  |  | Y |
| Successful experience of strategic development planning, implementation, monitoring and evaluation with clear, successful outcomes at a department level | Y |  |  | Y |
| Experience of developing individualised learning that has impacted on students’ learning and teaching approaches adopted by staff | Y |  | Y | Y |

**Leadership & Management skills:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| A commitment to manage and develop a department | Y |  | Y | Y |
| Consistent approach to the promotion of high standards of behaviour, supporting the values of Respect, Believe and Achieve | Y |  |  | Y |
| Good understanding of key national educational priorities, policies and programmes of study in relation to English | Y |  |  | Y |
| Consistent approach to high teaching standards | Y |  |  | Y |
| Commitment to learn and whole school professional development | Y |  | Y | Y |
| Able to articulate the approach to maintaining and developing the school’s existing reputation | Y |  | Y |  |
| A track record of organising curricular and extra-curricular events |  | Y | Y |  |
| Ability to articulate a vision underpinned by targets and goals aligned with an ability to empower others | Y |  |  | Y |
| Resilience to manage one’s own work pressures and the capacity to manage effectively the work of others | Y |  |  | Y |
| Be high profile and accessible around the department and school | Y |  |  | Y |

**Personal attributes and skills:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| High personal and professional standards | Y |  | Y | Y |
| Highly developed interpersonal and communication skills | Y |  | Y | Y |
| Ability to establish a positive ethos and sense of achievement for all | Y |  | Y | Y |
| Strong negotiating and influencing skills | Y |  | Y | Y |
| Emotional intelligence | Y |  | Y | Y |
| Enthusiasm, flexibility and maturity of approach | Y |  | Y | Y |
| Good team player at all levels | Y |  | Y | Y |
| Ability to prioritise and use time effectively | Y |  | Y | Y |
| Generosity of spirit | Y |  | Y | Y |
| Integrity and loyalty | Y |  | Y | Y |