

Person Specification

Subject Leader – History

	Essential	Desirable
Qualifications and training	- Qualified Teacher Status (or equivalent) - An outstanding teacher across Key Stage 3 to 5	- A commitment to ongoing training and development - Experience in use of a management information system e.g. SIMS - Aspiring Middle Leadership training
Experience	Experience of leading a team or an area / project within current school (able to evidence implementation and impact)	
Skills, knowledge and abilities	- Excellent IT skills including the ability to use a range of standard Microsoft packages - Excellent interpersonal skills including listening, negotiation, coaching and direction - Current educational developments within the subject area - Assessment, Curriculum, Pedagogy - Commitment to extra- curricular activities/study - Confidence to try a range of teaching strategies and approaches - Exercise firm and fair discipline and develop positive relationships with students - Competent, organised completer finisher	- Leading performance management and Appraisal process - Effectively support and hold people to account
Understanding	- The Academy's vision and ethos - Systems of Quality Assurance/Self Evaluation of department performance - The importance of CPD and Professional Development - How to interpret and act upon data analysis - Awareness of good practice in identifying individual needs and providing appropriate curriculum provision	

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Personal qualities and attributes	• Successful working relationships with colleagues / other stakeholders • Innovative, able to contribute new ideas and help establish them • Energy and flexibility • A professional approach borne out of confidence and effectiveness in role • Role model of best practice • Maintain a positive attitude and keeps calm under pressure • Sustains exemplary classroom practice	• Ability to communicate effectively and concisely both in verbal and written form to a variety of audiences
Commitment to	• Developing others to achieve success • Raising standards of student performance • Community liaison including parental and business involvement • Continued Professional Development • Community liaison including parental involvement • Diversity and equality of opportunity in all working practices • Enhancing the SMSC of young people and modelling British Values	• Aspiration for senior leadership/career progression
Attendance	• A good attendance record in current employment, (not including absences due to disability)	
Written application	• A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role and for Sir Thomas Wharton Academy within the Maltby Learning Trust	