



Subject Leader of Art and Design and Technology – Person Specification

We are seeking a passionate subject specialist who is committed to supporting all students to learn and succeed. You should have a positive, professional, 'can do' approach to your work and be willing to go the extra mile to ensure that all pupils are given the chance to realise their full potential.

We are proud to be a Catholic College with a distinctive Jesuit ethos but we do not recruit Catholic teachers only or rate them above those of other faiths or none. We seek to recruit the best teachers we can and as such, our staff is made up of Catholic and non-Catholic teachers who work together to offer the best possible educational experience to the young people we serve. All our staff are expected to uphold our Catholic values.

Experience and qualifications	Essential	Desirable
Holds a DfE recognised teaching qualification	✓	
Good honours degree	✓	
Evidence of updating professional skills, including leadership development	✓	
Evidence of expertise and success in raising student achievement and securing school improvement	✓	
Successful experience of teaching students across a broad range of the attainment spectrum	✓	
Ability to teach across Key Stages 3 and 4	✓	
Ability to teach across Key Stage 5		✓
Evidence of successfully leading others		✓
Evidence of leading an aspect of departmental or school life	✓	

Knowledge	Essential	Desirable
Demonstrates an excellent understanding of the qualities of good teaching and effective learning and how these can be applied to raise student attainment	✓	
Demonstrates an understanding of the effective planning and delivery of a knowledge rich curriculum and Rosenshine's principles of instruction		✓
Understanding of Art and Design and Technology curriculum	✓	
Demonstrates a working knowledge of school development planning, including effective monitoring and evaluation strategies	✓	
Has a clear vision and strong commitment to inclusion and how this can be achieved for students	✓	
Has the ability and strong commitment to working in partnership with staff and parents	✓	
Can set, maintain and actively promote high standards of student behaviour	✓	

Personal qualities	Essential	Desirable
Evidence of good leadership skills; the ability to lead and manage people to work as individuals and as a team towards a common goal	✓	

The ability to enthuse, inspire and motivate students, staff and parents	✓	
Good decision making skills; the ability to identify and implement solutions to problems	✓	
Good self-management skills, including the ability to plan one's time effectively	✓	
Enjoys working in new and challenging situations	✓	
A high level of personal integrity and probity	✓	
Willingness and ability to uphold the Catholic, Jesuit ethos of the school	✓	
Ability to work calmly under pressure and maintain a positive and optimistic attitude	✓	
High level of presentation and literacy skills	✓	
Reliability, honesty and trustworthiness, demonstrating the highest professional standards	✓	
An effective communicator at all levels	✓	
An outstanding, reflective teacher who uses a range of strategies to stretch students	✓	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people with an understanding of the teacher as a role model for young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to use of authority and maintaining discipline