

PERSON SPECIFICATION

Trust Lead Practitioner for English

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Degree in English or related subject	X		Application
Qualified Teacher Status	X		
Evidence of continuous professional development in English and teaching	X		
Postgraduate qualifications		X	
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good, moral, truthful and treat others with respect	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Knowledge & Experience	Essential	Desirable	How Identified
Extensive experience teaching English at secondary phase across a range of key stages	X		Application Interview Task
A strong track record of raising attainment and improving student outcomes	X		
Experience in leading and delivering professional development for teachers	X		

Experience in curriculum development and data-driven improvement strategies	X		
Sound knowledge of National Curriculum English	X		
Sound knowledge of relevant examining body GCSE specifications and results analysis tools	X		
Good understanding of a variety of teaching and learning approaches	X		
Evidence of leadership in a school environment	X		
Skills	Essential	Desirable	How Identified
Excellent communication and interpersonal skills, with the ability to lead and motivate colleagues.	X		Application Interview Task
The commitment and a determination to ensuring high achievement for all pupils	X		
A positive approach to change and continuous improvement	X		
An effective team member who demonstrates a willingness to play a positive role in areas beyond their specific responsibilities and contribute to the wider life of the Trust	X		
Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	X		