



PERSON SPECIFICATION: SUBJECT LEADER

When filling in the application form please demonstrate with clear, concise examples how you met the requirements of the post. You will be assessed in relation to the **Essential and Desirable** criteria. Please bear in mind that you must possess the Essential Criteria to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used in shortlisting.

		Essential	Desirable	Evidence
Qualifications and Experience				
1	Educated to degree level or equivalent	✓		A
2	Qualified teacher status	✓		A
3	Higher degree		✓	A
4	Proven experience of teaching across Key Stages/multiple Key Stages	✓		A, I, R
5	Proven experience of teaching GCSE/IGCSE/A Level	✓		
6	Evidence of Professional Development	✓		A
7	Experience of providing extra-curricular activities	✓		A, I
8	Knowledge and understanding of Safeguarding Practice	✓		A, I
9	Successful experience of subject/departmental leadership	✓		A, I, R
10	Experience of sustaining the delivery of high-quality teaching and learning	✓		A, I, R
11	Experience of responsibility for developing, monitoring and evaluating an aspect of school	✓		A, I, R
12	Experience of using performance data to inform teaching and learning and tracking pupil progress	✓		A, I, R
13	Experience of leading, managing, coaching, and mentoring staff		✓	A, I, R

Skills and Knowledge				
14	Thorough working knowledge of either KS3/KS4, KS4/KS5	✓		A
15	Promote effective teaching & learning including effective teaching and assessment methods	✓		A, I, R
16	Promote equality of opportunity throughout all aspects of school life	✓		A, I
17	Lead with energy, enthusiasm and tenacity to provide an environment where others feel valued and motivated	✓		I, R
18	Ability to work hard under pressure while maintaining a positive, professional attitude	✓		I, R
19	Ability to organise and prioritise workload and work on own initiative	✓		I, R
20	Excellent personal, oral and written presentation skills	✓		A, I, R

Personal Attributes and Behaviours				
21	Adaptability and flexibility to changing circumstances and new ideas	✓		I, R
22	A belief that schools have a responsibility to prepare students for life	✓		I, R
23	Creative, courageous and resilient	✓		I, R
24	Ability to respond positively for feedback	✓		I, R
25	Sustain personal motivation and that of colleagues	✓		A, I, R
26	Willing to take responsibility and ownership	✓		A, I, R
27	Team player	✓		I, R
28	High expectations	✓		A
29	A commitment to safeguarding and promoting the welfare of children, young people and/vulnerable adults	✓		A, I

Ability to Fulfil Wider Professional Responsibilities				
30	Willing to make a positive contribution to the wider life and ethos of the School	✓		I, R
31	Ability to develop effective professional relationships with colleagues, students and parents	✓		I, R

Key to Evidence: A = Application

I = Interview

R = Reference