**Person Specification: Subject Leader**

**Essential requirements** are those, without which, the candidate would not be able to do the job. It is expected that the post holder will have the knowledge and qualifications indicated or equivalent qualifications and experience.

**Desirable requirements** are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

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|  | **Essential** | **Desirable** | **Evidenced through** |
| **Knowledge and Qualifications** | * Qualified Teacher status
* Evidence of recent and relevant CPD
* Understanding of current trends in education both nationally and internationally
 | * Higher degree or qualification
 | Application/CVDocumentary evidenceInterview |
| **Experience** | * At least 3 Years of successful teaching experience
* Teaching across KS3 and KS4
* Teaching across the ability range
* Understand the challenges associated with inclusion within an urban environment
* Participation within schools wide systems e.g. Performance Management, CPD
* Contact with parents or carers
 | * Experience of school(s) in an urban context
* KS2 or 5 experience
* Experience of delivering extra-curricular activities
* Coaching experience
 | Application/CVInterviewPresentationReferences |
| **Skills and Abilities** | * An “Outstanding” classroom teacher
* Able to inspire, challenge and motivate students
* Ability to track pupil data and develop effective interventions
* Anticipate problems, develop creative solutions within the context of the classroom
* Set and achieve ambitious, challenging goals and targets for self
* Listen to and reflect on feedback from others
* High level of oral, written and ICT skills
* Excellent presentation skills (eg speaking to large groups of pupils/ parents/staff etc)
* Able to build and maintain positive relationships with individuals and groups
* Prioritise, plan and organise self
 | * Use of SIMS
 | Application/CVInterviewReferences |
| **Personal attributes** | * Desire to work in an ‘all through’ school
* Commitment to inclusion
* Ambitious for career development
* Team player
* Positive attitude
* Relentless optimism
* Genuine concern for the welfare of staff and pupils Able to work under pressure and manage own stress
* Willing to accept the demands and challenges of the post and respond in a flexible manner
 |  | InterviewPresentationReferences |