

TLR 2.1

Person Specification

	Essential	Desirable
Education/Qualifications:		
- Relevant degree, ideally 2:1 or higher	✓	
- Qualified teacher status or equivalent	✓	
Knowledge, skills and understanding		
- Ability to teach good and outstanding lessons to 11-16 students of all abilities	✓	
- Ability to motivate a dedicated team in a given area of responsibility	✓	
- Ability to contribute to the leadership, development, communication and implementation of a shared vision and values	✓	
- Ability to work collaboratively with Curriculum Leader to aid the development of the department	✓	
- Ability to coach colleagues to support their development and improve outcomes	✓	
- Ability to clearly set, monitor and achieve challenging targets	✓	
- Ability to develop good relationships with parents to improve student progress	✓	
- Clear understanding of the principles of effective teaching and learning and the ability to share these with colleagues within the curriculum area	✓	
- Current knowledge of local and national subject developments	✓	
Leadership experience:		
- Experience of leading an activity, year group or key stage		✓
- Experience of setting, monitoring and reviewing standards at subject level		✓
- Ability to set a clear vision for the subject and its importance to pupils	✓	
- Commitment to high expectations and high achievement in all areas	✓	
- Commitment to continuous professional development for all colleagues	✓	
- Ability to work with a range of performance and progress related data to help inform planning and hold colleagues to account	✓	
- Capacity to develop interesting and innovative schemes of work and resources	✓	
Personal and Interpersonal Qualities:		
- Good written and verbal communication skills	✓	
- Good listening skills and personal empathy for students and staff	✓	
- Commitment to the curriculum area and Academy's journey of improvement	✓	
- High levels of initiative and self-motivation with a capacity for hard work	✓	
- Ability to work under pressure and meet deadlines	✓	
- Energy, resilience and a good sense of humour	✓	