PERSON SPECIFICATION

| **POST:** | **Leader of Teaching and Learning in English** | | **SCHOOL:** | **Callerton Academy** | | | **REF:** |  | | | |
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| **FACTOR** | | ESSENTIAL | | | **DESIRABLE** | | | | | **MEANS OF ASSESSMENT** | |
| 1 SKILLS, KNOWLEDGE **AND APTITUDES** | | * Excellent classroom practitioner * Creative forward thinker * Expertise in raising standards of teaching and learning * Expertise in curriculum development * A person of drive and enthusiasm * Ability to lead a team and influence others * Excellent knowledge and understanding of current curriculum   developments and best practice in English education   * An ability and willingness to be versatile and contribute to a range of aspects of school life | | | | * Record of effective management and leadership skills * High level of competence in the use of ICT in the teaching of English and a clear interest in its development & use in the department * Track record of raising achievement | | | Interview  Task  Application form  References | |
| 2 QUALIFICATIONS AND **TRAINING** | | * A good relevant degree * QTS * Evidence of working as a reflective practitioner using a variety of approaches to secure on-going professional development | | | | * Knowledge of current educational management practices and issues. * Evidence of leadership training * Evidence of further study | | | Application form  References | |
| 3 EXPERIENCE | | * Proven track record of high levels of achievement and progress across KS3 and 4 * Experience of developing and implementing a new initiative or setting up and leading a project within English * Experience of creating effective schemes of work | | | | * Experience of successful management or leadership within a English department | | | Application form  Interview  References | |
| 4 PERSONAL QUALITIES | | * Good organisation and time-management skills * Good interpersonal skills and the ability to communicate effectively * Ability to motivate staff and students alike * A willingness to accept challenges and change * A flexible approach * Capacity for hard work and resilience * Sense of humour * Ability to form and maintain appropriate relationships and personal boundaries with students | | | |  | | | Interview  Task  References | |
| 5 SPECIAL REQUIREMENTS | | * Satisfactory Enhanced disclosure with the Disclosure and Barring Service * Occupational health clearance | | | |  | | | Application form  Interview  References  DBS Check | |