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
 | InterviewTaskApplication formReferences |
| 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 formReferences |
| 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 formInterviewReferences |
| 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
 |  | InterviewTaskReferences |
| 5 SPECIAL REQUIREMENTS | * Satisfactory Enhanced disclosure with the Disclosure and Barring Service
* Occupational health clearance
 |  | Application formInterviewReferencesDBS Check |