

Person specification – Year Lead

	ESSENTIAL	DESIRABLE
Education & Qualifications	• Education to degree or equivalent level + QTS • Demonstrable commitment to own professional development • Advanced knowledge of National Curriculum and reformed GCSE requirements • ICT skills that reflect the impact of technology on modern classrooms	• Completion of Middle Management Training or other leadership qualification • Evidence of continuing and recent professional development relevant to middle leadership
Teaching	• Outstanding teacher with evidence of successful teaching in a secondary school • Good knowledge and understanding of the range of complex needs experienced by youngsters • Evidence of using data and strategic information to raise pupil attainment • ICT competency • Knowledge and understanding of safeguarding issues	• Experience of working with external agencies to improve pupil well-being and outcomes
Leadership & Management	• Ability to set clear expectations, to demand high standards and to hold others to account • Positive attitude towards change; innovative and self-reflective • The ability to plan and prioritise, to complete tasks efficiently on time and to work with detail • The ability to motivate and enthuse colleagues • Excellent communication and interpersonal skills • Experience of communicating effectively to a variety of audiences, both orally and in writing, with the ability to communicate logically, concisely and persuasively • Experience of negotiating and influencing others • Experience of building and maintaining effective relationships • Ability to chair meetings effectively and delegate • Resilient when faced with complex situations	• Experience of leading, managing and developing a team • Experience of writing reports • Experience of delivering presentations and training colleagues
Relevant Experience	• Recent experience in a comprehensive school	• Recent experience of middle leadership • Successful experience of leading a significant 'new initiative'

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Additional Requirements	• Commitment to continuous improvement • Commitment to meeting the needs of all pupils • Sense of humour, presence, drive, passion and flexibility • Ability and willingness to work flexibly to meet school needs • Able to work independently and as part of a team • Approachable and sensitive to the needs of others • Openness & willingness to address & discuss relevant issues	• Willingness to take part in extra-curricular activities, including trips and visits, and to make a significant contribution to the wider life of the school • Willingness to contribute to events and activities for members of the wider community