



Holbrook Academy

Subject Lead for Computer Science

Person Specification

Subject Lead	Essential	Desirable
Qualifications and training	<ul style="list-style-type: none">GraduateQualified Teacher StatusRelevant professional development	<ul style="list-style-type: none">Good degreeAdditional educational qualification
Experience	<ul style="list-style-type: none">Effective teachingExperience of supporting the delivery of effective staff developmentMotivating and developing staffCoherent vision of the role of IT within the curriculumSupporting the development of whole school numeracy programmesAbility to understand the requirements of the Ofsted framework and make sound judgements using established criteria.Creating a positive and vibrant learning environment	<ul style="list-style-type: none">Outstanding teachingCurriculum leadership experienceLeading whole team staff developmentComputer Science / IT curriculum development workResearching and applying best practiceParental engagementImplementing whole school numeracy programmesAn understanding of the Ofsted framework and experience of making judgements using criteriaAbility to decide upon appropriate actions to improve Ofsted outcomes
Skills and knowledge	<ul style="list-style-type: none">A belief in the importance of an inclusive curriculum provisionPersonalised learning approachesUse of assessment to raise achievementExcellent verbal and written communicationICT for communicationCurrent subject specific educational issuesEffective time management, ability to prioritise tasks and meet deadlinesUnderstanding of effective learning approaches and the ability to develop and implement successfully within a curriculum team	<ul style="list-style-type: none">Use of data to analyse and raise student performance of specific cohortsInnovative extended curriculum provision / use of external providersStudent behavioural, emotional and social supportCurrent whole school educational issuesApproaches to supporting the development of community cohesionProven ability to develop and implement effective learning strategies

Leadership	<ul style="list-style-type: none"> • Initiate and manage departmental improvement in pursuit of School aims • Lead and manage colleagues individually and within curriculum team • Take into account the views of others • Delegate, monitor, evaluate and feedback • Clear, reasoned decision making • Negotiate and consult • Secure shared vision for sustained improvement with colleagues 	<ul style="list-style-type: none"> • Leadership of departmental development and change • Develop the ownership of responsibility within teams • Able to improve the performance of an underachieving team or colleague • Innovative and creative solutions to problems • Flexible leadership styles
Personal attributes	<ul style="list-style-type: none"> • Integrity and moral courage • Positive work ethic • Identification with school aims and values • Commitment to inclusive education • Enjoy working with young people and be a positive role model recognising your status as a significant adult • Commitment to equal opportunities • Inspire students and colleagues • Energy, enthusiasm and a positive disposition • Able to work under pressure to deadlines • Self-motivating • Reliable • Adaptable • Sense of humour • Accept and use positive criticism 	<ul style="list-style-type: none"> • Aspirations and potential for further promotion

