



# Holbrook Academy

## Subject Lead for Computer Science

### Person Specification

Subject Lead	Essential	Desirable
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>Graduate</li> <li>Qualified Teacher Status</li> <li>Relevant professional development</li> </ul>	<ul style="list-style-type: none"> <li>Good degree</li> <li>Additional educational qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Effective teaching</li> <li>Experience of supporting the delivery of effective staff development</li> <li>Motivating and developing staff</li> <li>Coherent vision of the role of IT within the curriculum</li> <li>Supporting the development of whole school numeracy programmes</li> <li>Ability to understand the requirements of the Ofsted framework and make sound judgements using established criteria.</li> <li>Creating a positive and vibrant learning environment</li> </ul>	<ul style="list-style-type: none"> <li>Outstanding teaching</li> <li>Curriculum leadership experience</li> <li>Leading whole team staff development</li> <li>Computer Science / IT curriculum development work</li> <li>Researching and applying best practice</li> <li>Parental engagement</li> <li>Implementing whole school numeracy programmes</li> <li>An understanding of the Ofsted framework and experience of making judgements using criteria</li> <li>Ability to decide upon appropriate actions to improve Ofsted outcomes</li> </ul>
<b>Skills and knowledge</b>	<ul style="list-style-type: none"> <li>A belief in the importance of an inclusive curriculum provision</li> <li>Personalised learning approaches</li> <li>Use of assessment to raise achievement</li> <li>Excellent verbal and written communication</li> <li>ICT for communication</li> <li>Current subject specific educational issues</li> <li>Effective time management, ability to prioritise tasks and meet deadlines</li> <li>Understanding of effective learning approaches and the ability to develop and implement successfully within a curriculum team</li> </ul>	<ul style="list-style-type: none"> <li>Use of data to analyse and raise student performance of specific cohorts</li> <li>Innovative extended curriculum provision / use of external providers</li> <li>Student behavioural, emotional and social support</li> <li>Current whole school educational issues</li> <li>Approaches to supporting the development of community cohesion</li> <li>Proven ability to develop and implement effective learning strategies</li> </ul>

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

