



PERSON SPECIFICATION
English Subject Advisor

Category	Desirable Criteria	Evidence
<p align="center">Qualifications</p> <p>Qualified teacher status.</p> <p>Appropriate degree or equivalent qualification in English.</p>	<p>Further professional qualifications, eg MEd or MBA.</p>	<p>Interview</p> <p>Application Form</p> <p>References</p> <p>Proof of Qualifications</p>
<p align="center">Experience</p> <p>Proven experience of successfully leading initiatives and improvements which had measurable impact on standards.</p> <p>Experience of driving forwards and achieving very high standards and challenging existing practices and levels of performance.</p> <p>Experience of establishing, reviewing and monitoring progress and achievement.</p> <p>Experience of leading change processes at a pace.</p> <p>Experience of leading the development of learning and teaching.</p> <p>Experience of leading and managing teams to the achievement of common goals.</p> <p>Experience of managing a complex workload of competing demands. Ability to use data analysis of assessment data to raise standards of achievement</p> <p>Ability to organise and deliver staff training</p> <p>Ability to display strategic management skills</p>	<p>Experience of development planning at a strategic level.</p>	<p>Application form</p> <p>Interview</p> <p>References</p>

<p style="text-align: center;">Skills and ability:</p> <p>Excellent classroom practitioner with a wide range of teaching skills.</p> <p>Ability to contribute to the development, communication and implementation of a shared vision and values within the Academies.</p> <p>Ability to actively contribute to the strategic development of the Academies.</p> <p>Ability to contribute to the development, embedding and management of policies within the Academies.</p> <p>Ability to identify and share strategies to promote progress for groups of students.</p> <p>Ability to inspire, support, challenge, motivate and empower others.</p> <p>Ability to use data to track progress across time and identify patterns/trends.</p> <p>Ability to plan for, lead and evaluate staff development.</p> <p>Ability to effectively establish, monitor and achieve challenging objectives.</p> <p>Ability to plan in the short, medium and long term.</p>		<p>Interview</p> <p>Application Form</p> <p>References</p>
<p style="text-align: center;">Disposition/Attitude:</p> <p>Exceptional written and verbal communication skills with the ability to successfully engage with people at all levels.</p> <p>Ability and willingness to support and challenge colleagues on a personal and professional level.</p> <p>Ability to work successfully within a team and to engender a mutually supportive work environment.</p> <p>High level of initiative and self-motivation.</p> <p>Creativity with a desire to be innovative.</p> <p>High level of integrity and discretion.</p>		<p>Interview</p> <p>Task</p> <p>References</p>

Commitment and other requirements		
Satisfactory Enhanced Disclosure with the Disclosure & Barring Service (DBS)		Application form
Suitability to work in an environment where you will be responsible for promoting and safeguarding the welfare of children and young people.		Interview
Excellent attendance record.		References

Authentic Education is committed to providing a safe, supportive and stimulating environment for all its pupils following Keeping Children Safe in Education Guidelines. This post is exempt from the Rehabilitation of Offenders Act 1974.