

Person Specification for Curriculum Leader of Music (maternity cover)

Qualifications:	Essential	Desirable	A	I	R
1. Qualified teacher status	✓		✓		
2. At least four years teaching experience	✓		✓		
3. At least two years of successful teaching to at least GCSE level	✓		✓	✓	
4. Degree or equivalent	✓		✓		
5. A higher Degree		✓	✓		
6. Experience in more than one school (or experience of different school contexts whilst training)		✓	✓		
7. Evidence of further professional development in subject area including specific training to be an effective teacher	✓		✓		
8. Evidence of other further professional development		✓	✓		

Professional knowledge and understanding, skills and attributes:	Essential	Desirable	A	I	R
9. An understanding of the characteristics of an effective school		✓	✓	✓	
10. Specific evidence of successful classroom teaching including specific positive outcomes for students	✓		✓	✓	✓
11. A commitment and thorough understanding of how his/her subject specialism should be taught and an understanding of the National Curriculum - content and assessment	✓			✓	
12. The ability to achieve challenging professional targets/objectives. The ability to develop and implement policy and practice which reflects the school's commitment to high achievement	✓		✓	✓	✓
13. An understanding of effective leadership styles, and the ability to motivate, inspire, develop and hold team members to account	✓		✓	✓	
14. The ability to analyse, understand and interpret data and information	✓			✓	
15. The ability to judge when to make a decision, when to consult and when to defer to a senior member of staff	✓			✓	✓
16. The ability to contribute effectively to the development of whole-school policies. Evidence of involvement in whole-school development/activities, eg. working parties	✓		✓	✓	✓
17. The ability to set standards and provide a role model for students and other staff in teaching and learning within his/her subject specialism and across the school	✓		✓	✓	✓
18. The ability to promote the ethos, aims and objectives of the school to the wider community	✓			✓	✓
19. The ability to prioritise own time, work under pressure and meet deadlines with a sense of balance and perspective	✓			✓	✓
20. The ability to use IT to enhance and support teaching, learning and management	✓			✓	
21. Evidence of involvement and understanding of pastoral needs of students	✓		✓	✓	
22. Evidence of working in a range of different school contexts		✓	✓	✓	

Personal skills and attributes:	Essential	Desirable	A	I	R
23. Leadership skills – the ability to lead and manage people to work towards common goals and to use appropriate leadership styles in different situations	✓		✓	✓	✓
24. Decision-making skills - the ability to investigate, solve problems and make decisions	✓			✓	
25. Communication skills (both orally and in writing) – the ability to make points clearly and understand the views of others	✓		✓	✓	
26. Ability to develop new ideas	✓			✓	
27. Personal impact and presence	✓			✓	✓
28. Energy, determination and perseverance	✓				✓
29. Self-confidence, enthusiasm and commitment	✓			✓	
30. Reliability and integrity	✓			✓	✓

Note - The duties required of all teachers under Pay and Conditions legislation are a necessary part of this job description. This job description is not necessarily a comprehensive definition of the post. It will be during the first year and will be subject to modification and amendment after consultation with the post-holder.

Bold Statements are the main criteria used for shortlisting. Non-bold statements are subsidiary criteria used for further refining the shortlist.

A = Application I = Interview R = Reference