

## Department Leadership Role

### Personal Specification

Attributes	Essential	Desirable
<b>Qualifications &amp; Experience</b>		
Relevant degree in subject area	✓	
Further qualifications linked to post		✓
QTS	✓	
Experience of teaching across age and ability levels and as a qualified teacher or in training	✓	
Proven experience of sustained excellence performance as a classroom teacher	✓	
<b>Knowledge &amp; Skills</b>		
Proven successful outcomes of students at Key Stage 4	✓	
Excellent subject knowledge	✓	
Creative and innovative approach to teaching and learning	✓	
Recent evidence of planning sequences of lessons (schemes of work) in line with National Curriculum and KS4 exam specification requirements	✓	
Ability to articulate and demonstrate characteristics of high quality, effective teaching	✓	
Knowledge and understanding of current and future initiatives in subject area	✓	
Experience in planning and implementing new initiatives/schemes of learning successfully at both key stages	✓	
Experience in developing staff through department wide and bespoke individualised support	✓	
Understanding of the learning needs of students and how to plan effectively to meet those needs	✓	
Experience using a range of strategies to successfully improve student attainment	✓	
The ability to integrate ICT effectively into teaching	✓	
Ability to enthuse, inspire and motivate students	✓	
Knowledge of the use of student performance data to raise achievement	✓	
Administrative and organisational skills	✓	
<b>Personal/Professional Qualities</b>		
Understanding of the need to consider inclusion, equal opportunities, multicultural education and individual needs in the classroom	✓	
Self-motivated, with the ability to use initiative	✓	
Approachable, caring, flexible and supportive	✓	
Ability to develop good relationships with staff & contribute to and be part of a team	✓	
Commitment to continued professional development	✓	
Commitment to extracurricular, as well as the planning and delivery of interventions sessions at KS4	✓	
Knowledge and understanding of requirements and responsibilities for safeguarding and promoting the welfare of children and young people	✓	
Ability to form and maintain appropriate relationships with children and young people	✓	
Evidence of appropriate and effective communication with parents	✓	