



SUBJECT LEADER: Person Specification				
Please ensure that you provide evidence to address the criteria on the person specification. Evidence will be gathered from the application form (A), at interview (I) and through references (R)				
<i>Certificates of professional qualifications must be brought to interview</i>				
Qualifications and training				
<i>Essential</i>	<i>Desirable</i>	<i>A</i>	<i>I</i>	<i>R</i>
Good Honours Degree or equivalent in relevant subject	Higher degree or equivalent	X		
Qualified Teacher Status		X		
Evidence of relevant professional development appropriate to post	Professional development/training to prepare for Middle Leadership eg NPQML	X	X	X
Experience				
<i>Essential</i>	<i>Desirable</i>	<i>A</i>	<i>I</i>	<i>R</i>
Successful experience of teaching within the Secondary Sector	Successful Middle Leadership Experience	X	X	X
Proven record of achieving outstanding academic outcomes	Successful experience of development and implementation of departmental improvement strategies	X	X	X
Proven track record in delivering extra curricular/enrichment activities		X	X	
Knowledge				
<i>Essential</i>	<i>Desirable</i>	<i>A</i>	<i>I</i>	<i>R</i>
Recent educational developments and proposals affecting secondary schools from Key Stage 3 to Sixth Form	A clear understanding of the mission of an effective Catholic school	X	X	
Effective Pastoral Care and Safeguarding Policy & Procedures		X	X	
Effective monitoring and intervention strategies		X	X	
Skills				
<i>Essential</i>	<i>Desirable</i>	<i>A</i>	<i>I</i>	<i>R</i>
Initiate, develop and implement new ideas and approaches	Think strategically		X	
Lead, manage and inspire a team	Provide professional support and development for staff		X	X
Communicate effectively with a wide range of audiences	Resolve problems with sensitivity and flexibility	X	X	X
Excellent written communication skills	Analyse academic data effectively	X	X	
Be an excellent classroom teacher			X	



St. Michael's Catholic High School



The Diocese of Westminster Academy Trust

Confident use of IT systems appropriate for role	Experience of using Arbor		X	
Personal Qualities				
<i>Essential</i>	<i>Desirable</i>	<i>A</i>	<i>I</i>	<i>R</i>
Willingness to support the Catholic Ethos of St Michael's		X	X	X
A genuine belief in the worth and potential of all young people			X	
Commitment to continuous school improvement			X	
Uncompromising commitment to high standards		X	X	X
Ability to motivate and inspire students and colleagues		X	X	X
Dynamic and enthusiastic			X	X
Positive, confident and resilient			X	X
A sense of humour and perspective			X	X
Friendly and Approachable			X	
Calm and reflective approach to all situations			X	X
A capacity for sustained hard work			X	X
Able to make decisions independently			X	X
High levels of integrity			X	X