

# Person Specification

## Subject Leader - Geography



	Criteria	Importance		
		Essential	Desirable	Method of Assessment
<b>Qualifications and General Experience</b>	Good Honours Degree in Geography or related subject	√		A
	Recognised Teaching Qualification	√		A
	Evidence of further advanced study or research and development		√	A
	Recognised, accredited leadership qualification		√	A
	Postgraduate qualification		√	A
	Recent and relevant leadership development, training and CPD		√	A/I
<b>Teaching and Leadership Experience</b>	Substantial and successful teaching experience in secondary schools		√	A/I/R
	At least two years' recent successful experience of a leadership role in a secondary school		√	A/I/R
	Experience of organising, implementing and evaluating curriculum developments		√	A/I/R
	Experience of working constructively with parents/carers and the wider community		√	A/I/R
<b>Professional Knowledge and Experience</b>	Excellent communication skills	√		A/I
	Experience of target setting and monitoring student attainment and progress	√		A/I/R
	Excellent grasp of student data and its use	√		A/I
	Experience of managing budgets		√	A/I/R
	Experience of leading department teaching and learning with demonstrable impact	√		A/I/R
	A knowledge of effective strategies to raise levels of student attainment	√		A/I
	Evidence and experience of accurate evaluation of teaching and learning		√	I
	An understanding of assessment theory and practice	√		A/I/R
	An understanding and proven success of various teaching and learning strategies	√		A/I/R
	Knowledge and understanding of current educational priorities and practice, new technologies and personalisation and curriculum changes	√		A/I
	A knowledge and understanding of development planning and process	√		A/I
<b>Personal Attributes</b>	A strong moral purpose, loyalty, vision and drive for improvement	√		A/I/R
	A role model for teaching, learning and professional conduct	√		A/I/R
	High expectations of oneself and others	√		I/R
	A strategic and innovative thinker	√		A/I
	A leader who inspires trust and confidence	√		I

	A genuine commitment to the academic, personal and social development of students	√		I
	Energy, enthusiasm and commitment	√		I
	Excellent leadership and management skills	√		A/I/R
	Flexibility, imagination, resilience under pressure, reliability and integrity	√		I
	A positive attitude to school, innovation and change	√		I/R
	Self-awareness	√		I
	Excellent attendance, punctuality and time management	√		R
	Excellent relationships and interpersonal skills when working with students, colleagues, parents/carers and other professionals	√		A/I/R
	A motivator who is approachable and supportive, inspires trust and confidence and behaves with integrity	√		A/I/R
	Possess personal impact and presence	√		I
	Ability to delegate in such a way that tasks are achieved and targets are met	√		I/R
	Ability to organise oneself in such a way that leadership is effective	√		A/I/R
<b>Communication</b>	Display a clear sense of vision of the role of the Subject Leader	√		A/I
	Be able to build professional relationships and work sensitively with a range of people	√		A/I/R
	Demonstrate good presentational skills	√		A/I
	High standard of administrative skills	√		A/I
<b>Safeguarding</b>	A commitment to the safeguarding of children and young people	√		I

A = Application Form and Letter

I = Interview

R = Reference