** KS3 Teacher with Literacy & Communication Lead - Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications and professional development** | * Educated to degree level * QTS/or other DfE teaching qualification * Evidence of appropriate CPD | * A willingness to undertake CPD and further study. |
| **Knowledge, skills and understanding** | * Good communication and interpersonal skills * Good analytical and evaluative skills * An appreciation of other areas within the team * A good understanding of data and assessment methodologies to inform student progress and effective intervention strategies * Demonstrate a passion for curriculum area * Good commitment to inclusive education and principles and practices of equal opportunities. * Extensive knowledge of curriculum area | * Successful management of change * Leading creatively * Knowledge/experience of monitoring and evaluating staff and student performance * Knowledge/record of managing and promoting curriculum development * Knowledge of other subjects/willingness to learn |
| **Leadership and management attributes** | * Evidence of knowledge of subjects within their team. * Demonstrate a commitment to leading the professional development of others (individual and team) * Moral courage and determination * Motivate, inspire and empower * Presence, drive and passion * Good change management skills * Highest integrity in all aspects of professional practice. * Good creative and innovative problem solving skills * Builds good professional relationships * Excellent time and team management skills | * Good understanding and application of effective classroom accountability and challenge. * Good knowledge of school development and strategic planning, including effective monitoring and evaluation strategies. * Develop leadership in others as part of daily practice. |
| **Teaching and learning attributes** | * Consistently outstanding practitioner * Effective use of ICT in management and education. * Ability to Performance Manage and make judgements that improve practice * Friendly and approachable with a sense of humour * Ability to identify strengths and areas for development within the team * Ensure team accountability * Manage conflict within the team | * Ability to monitor performance and make incisive judgements that improve practice. |