**Dene Community School**

**Person Specification**

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**Job Title: Subject Leader**

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| **Knowledge** | **Essential** | **Desirable** |
| Good understanding of your subject secondary curriculum, Key Stage 3 to Key Stage 4 | ✓ |  |
| Knowledge of current issues facing subject departments | ✓ |  |
| A record of appropriate and continuing CPD |  | ✓ |
| Understanding of school improvement and Ofsted inspection programmes | ✓ |  |
| Knowledge of departmental monitoring and tracking systems and their role in securing improvement | ✓ |  |
| Good understanding and knowledge of current and new examination specifications | ✓ |  |
| Able to assess school-based assessments accurately and identify strategies for improvement | ✓ |  |
| Experience of exam board marking |  | ✓ |
| Knowledge and understanding of marking criteria, and using experience of this to support departmental colleagues |  | ✓ |
| **Qualifications** |
| Degree in relevant subject  | ✓ |  |
| Qualified Teacher Status | ✓ |  |
| Evidence of involvement in relevant CPD and a commitment to continuing professional development and awareness of own training needs |  ✓ |  |
| **Experience**  |
| Successful experience of teaching at all key stages.  | ✓ |  |
| Evidence of managing and leading a new initiative across a department or whole school |  | ✓ |
| Evidence of involvement in developing Teaching and Learning within a department |  | ✓ |
| Understanding of key Teaching and Learning principles |  ✓ |  |
| Understanding of the role and responsibilities of the Form Tutor |  | ✓ |

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| **Skills** |  |  |
| To be able to demonstrate high quality teaching that is creative and engaging | ✓ |  |
| An outstanding classroom practitioner with a clear direction and vision for teaching within your subject area | ✓ |  |
| Outstanding relationships with students and staff members which promotes excellent classroom discipline and attainment | ✓ |  |
| Able to deliver bespoke CPD to colleagues and trainees |  | ✓ |
| To be able to analyse and review data and provide feedback and high quality reports |  | ✓ |
| To be able to develop intervention strategies that brings about rapid improvement  | ✓ |  |
| Be Flexible, a good communicator, adaptable and well organised | ✓ |  |
| Develop and deliver resources for examination and intervention work | ✓ |  |
| Motivate and enthuse students of all abilities and to form good working relationships | ✓ |  |
| Commitment to inclusive education and the ability to work in a way that promotes the safety, and wellbeing of children and young people | ✓ |  |
| A desire to become involved in the wider school community |  | ✓ |
| An ability to contribute to cross-curricular and enrichment activities  |  | ✓ |