

Person Specification

Subject Leader of Languages MPS/UPS plus TLR1C
September 2023



Essential Requirements

The following points give a list of qualities which are essential for appointment to this post (with the methods by which they will be assessed indicated in brackets).

- An honours degree in an appropriate discipline. (application form)
- An approved teaching qualification. (application form)
- Recent successful teaching experience as a qualified teacher. (application form, reference)
- Passion for your subject and the potential to become an excellent teacher at Durham Johnston Comprehensive School. (letter, reference, lesson, interviews)
- The ability to communicate effectively with young people from a range of backgrounds. (reference, lesson, interviews)
- The ability and willingness to collaborate effectively with colleagues and to lead them. (reference, interviews)
- Strong organisational skills and the ability to meet deadlines. (reference, interviews)
- The ability to teach at least one language at Key Stage 3 and 4. The ability/potential to teach at least one language at Key Stage 5 would be an advantage but is not essential. (reference, interviews, lesson)

Commitment to Ethical Leadership

All teachers and postholders at Durham Johnston Comprehensive School are expected to exemplify seven virtues of Ethical Leadership. We define these virtues as:

Trust: Leaders should be trustworthy and reliable. They hold trust on behalf of children and should be beyond reproach. They are honest about their motivations.

Wisdom: Leaders use experience, knowledge, insight, understanding and good sense to make sound judgements. They should demonstrate restraint and self-awareness, act calmly and rationally, exercising moderation and propriety as they serve their schools and colleges wisely.

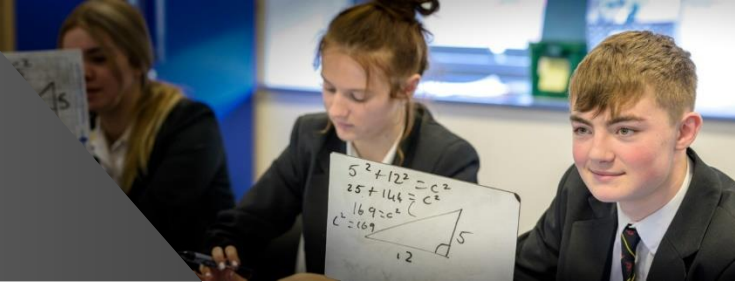
Kindness: Leaders demonstrate respect, generosity of spirit, understanding and good temper. Where unavoidable conflict occurs, difficult messages should be given humanely.

Justice: Leaders should be fair, and work for the good of all children. Leaders should work fairly for the good of children from all backgrounds. They should seek to enable all young people to lead useful, happy and fulfilling lives

Service: Leaders should be conscientious and dutiful. They should demonstrate humility and self-control, supporting the structures and rules which safeguard quality. Their actions should protect high-quality education.

Person Specification (Cont.)

Subject Leader of Languages MPS/UPS plus TLR1C
September 2023



Courage: Leaders should work courageously in the best interests of children and young people. They protect their safety and their right to a broad, effective and creative education. They should hold one another to account courageously.

Optimism: Leaders should be positive and encouraging. Despite difficulties and pressures, we are developing excellent education provision to change the world for the better.