Park View School

Person Specification - Head of KS4 English

The successful candidate will display the following qualities and characteristics. They will:

- have the ability to monitor practice, apply accountability and contribute to team thinking
- be capable of self-reflection to continually develop their leadership qualities
- display initiative and the ability to self-motivate
- display genuine interpersonal skills to motivate, inspire and lead others
- use data to question performance and set challenging targets
- be committed to the academic and personal development of students as individuals.

Further requirements of the position are detailed below:

Training and Qualifications	Essential	Desirable
Qualified teacher status	*	
Degree	*	
Middle Leadership CPD qualification		*
Recent participation in a range of relevant in-service training	*	
Experience of Teaching and School Leadership	**Essential**	**Desirable**
Understanding of a school's role in the local community	*	
Leading with impact as an individual in a Middle Leadership role		*
Academic leadership experience		*
Experience of teaching in Key Stage 3 and 4	*	
An outstanding teacher	*	
Good outcomes for students in in KS3 and/or KS4	*	
Thorough knowledge of the curriculum and assessment, including subjects and cross-curricular aspects	*	
Professional Knowledge and Understanding	**Essential**	**Desirable**
An understanding of student's educational development	*	
Awareness of local and national policies, priorities and statutory frameworks in the subject	*	

	Essential	Desirable
A good knowledge of the accountability process through Ofsted	*	
The ability to articulate and share a vision of education to others	*	
Experience of strategic planning that has impact	*	
Evidence of department strategies for raising achievement and achieving excellence	*	
Evidence of strategies for ensuring inclusion, diversity and access within the subject	*	
An appreciation of the relationship between managing performance, CPD and sustained subject improvement	*	
Effective self review and improving subject outcomes	*	
The use of a range of evidence, including performance data, to support, monitor, evaluate and improve performance in a subject, including challenging poor performance.	*	
Experience of working closely in a network and opportunities for collaboration		*
Ability to build and maintain effective relationships with parents, carers, partners and the community, that enhance the education of all pupils in a subject	*	
Personal Skills and Abilities	**Essential**	**Desirable**
Personal proficiency in ICT	*	
Good Communication Skills	*	
Good Public Speaker		*
Interpersonal Skills	*	
Stamina and Resilience	*	
Confidence	*	
Team Leader/Team Player	*	
Effective leader with ability to empower	*	
Personal impact and presence	*	