

## SUBJECT LEADER – COMPUTING AND BUSINESS

### PERSON SPECIFICATION

Attribute	<b>Essential qualifications; experience; ability, skills and knowledge; personal skills and qualities; education philosophy and safeguarding that candidates must have prior to application</b>
Qualifications and Training	<ul style="list-style-type: none"> <li>• QTS</li> <li>• Evidence of recent and relevant professional development</li> <li>• A high level qualification in the teaching of one of the subjects within the Faculty</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Minimum of three years teaching experience</li> <li>• Experience of teaching across the age and ability</li> <li>• Experience of strategic planning and implementing whole school initiatives</li> <li>• Previous or current experience of contributing to a subject area/department/ faculty</li> <li>• Experience in negotiating challenging Appraisal Objectives for staff within the subject disciplines</li> <li>• Experience of giving effective feedback to colleagues about professional performance</li> <li>• Experience of conducting lesson observations and making judgements on teaching and learning</li> <li>• Experience of leading teaching and learning initiatives beyond their own classroom</li> <li>• Experience of coaching and mentoring colleagues</li> </ul>
Ability, Skills & Knowledge	<ul style="list-style-type: none"> <li>• Excellent interpersonal and communication skills</li> <li>• The ability to lead and foster positive professional relationships and work effectively with teaching and support staff of varying experience</li> <li>• The ability to balance priorities to ensure deadlines are met</li> <li>• The ability to motivate staff and students within the Faculty to achieve their potential</li> <li>• The ability to make a positive contribution to the wider life and ethos of the school</li> <li>• Understanding of and commitment to building high performing teams</li> <li>• A commitment to distributed leadership, evidenced through successful experience of leading high performing teams</li> <li>• Understanding how to manage change effectively at middle leadership level</li> <li>• Proven ability to use a wide range of self-evaluation strategies to identify strengths and areas for development within the faculty</li> <li>• Understanding and use of a wide range of leadership strategies to empower staff in their team</li> <li>• The ability and commitment to work as part of a team of 7 Middle Leaders to develop strategic initiatives across the school</li> <li>• Understanding how to use data to inform improvement and raise student performance</li> <li>• To know how and when to draw on advice and specialist support especially from your line manager and other members of the Senior Leadership Team</li> </ul>
Personal Skills and Qualities	<ul style="list-style-type: none"> <li>• Consistently good or outstanding classroom practitioner</li> <li>• Proven ability to share strategies to improve teaching and learning across faculties</li> <li>• An ability and willingness to engage effectively in difficult conversations with</li> </ul>

	<p>colleagues about teaching and learning performance</p> <ul style="list-style-type: none"> <li>• Excellent understanding of the components which comprise outstanding teaching and learning</li> <li>• A clear passion for improving outcomes for students</li> <li>• A robust commitment to collaboration of teaching and learning strategies designed to support colleagues in their professional learning</li> </ul>
Education Philosophy	<ul style="list-style-type: none"> <li>• Commitment to the core values of the school</li> <li>• Enthusiasm, innovation and perseverance in supporting achievement</li> <li>• High expectations and a commitment to inclusive education including creating an environment for individual contribution and achievement</li> <li>• An excellent team-player who relates well to students, staff, parents and the wider community</li> <li>• Flexible and adaptable to meeting the changing needs of the Faculty</li> <li>• The ability to work under pressure and maintain a good sense of humour</li> </ul>
Safeguarding	<ul style="list-style-type: none"> <li>• Committed to promoting and safeguarding the welfare of students.</li> </ul>