

Person Specification: Second in Faculty: Art, Design & Technology

	Essential Criteria	Desirable Criteria
Qualifications Training	<ul style="list-style-type: none"> Educated to at least Degree level and holds QTS 	<ul style="list-style-type: none"> Leadership qualification/training Additional CPD and/or qualifications within the subject Evidence of further academic research
Experience	<ul style="list-style-type: none"> Experience of teaching at KS3 and KS4 Experience of contributing to self-evaluation Experience of achieving excellent progress and results for students of all abilities 	<ul style="list-style-type: none"> Experience of managing and leading staff and/or support staff Has some experience of leading projects at subject and/or faculty level; improving learning and teaching Experience of teaching A Level Experience of mentoring/coaching other staff
Knowledge and Understanding	<ul style="list-style-type: none"> Understanding of safeguarding procedures Excellent understanding of subject requirements at Key Stages 3 and 4 Knowledge and experience of using relevant pedagogy and practice Excellent understanding of appropriate assessment and monitoring processes. Understanding of data such as RAISE Knowledge of strategies for improving teaching and learning 	<ul style="list-style-type: none"> Knowledge and understanding of current policy and thinking in education Understanding of leadership development
Job Related Skills	<ul style="list-style-type: none"> Ability to plan strategically Outstanding classroom practitioner Ability to remain calm under pressure Ability to motivate young people Excellent interpersonal and communication skills Demonstrable high professional standards Ability to resolve conflicts effectively and professionally Ability to analyse data and design effective interventions to raise achievement Ability to develop effective working relationships with staff to improve performance Ability to accept different viewpoints and to effectively communicate whole school messages 	<ul style="list-style-type: none"> Ability to network with other schools Ability to deliver high quality professional development Ability to motivate students through extra- curricular clubs and/or trips
Personal Skills and Qualities	<ul style="list-style-type: none"> Ability to see the 'bigger picture' Positive and resilient approach Emotional intelligence and ability to empathise Self-reflective practitioner Motivation to be a highly effective leader Commitment to support the success of young people Willingness to contribute and lead the CPD of colleagues 	<ul style="list-style-type: none"> Commitment to leadership development beyond subject