

Subject Leader Person Specification

	Essential	Desirable
1. Qualifications & Skills	<ul style="list-style-type: none"> • Good honours degree or equivalent. • Qualified teacher status (QTS) • Relevant professional development undertaken in the last 3 years. 	
2. Experience	<ul style="list-style-type: none"> • Successful teaching experience in a secondary school. • Experience of contribution to school improvement. • Experience of monitoring, evaluation and review processes. 	<ul style="list-style-type: none"> • Leadership of a subject, team or learning experience. • Experience of development planning and monitoring its implementation.
3. Skills, attributes and knowledge	<ul style="list-style-type: none"> • An outstanding teacher • An ability to teach Spanish across the 11-16 age range • A 'can do' attitude that generates high expectations, enthusiasm and commitment. • An understanding of the strategic importance of ICT and a commitment to its innovative use in a working environment and high level personal ICT skills • High level of written, oral and presentational skills and excellent organisational skills. • The ability to analyse and use data to establish benchmarks and set challenging targets for improvement. 	<ul style="list-style-type: none"> • Evidence of motivational skills, with the ability to communicate and implement a clear vision. • Knowledge and understanding of educational policies and practice relating to the education and training of children and young people. • An understanding of what constitutes an effective school and the ability to translate this and the school's vision and direction into practice.
4. Personal attributes	<ul style="list-style-type: none"> • A commitment to raising standards of achievement and a belief that young people have the right to a high quality education • Relentless energy and resilient in meeting tight deadlines whilst maintaining a sense of humour. 	

	<ul style="list-style-type: none"> • Approachable, consistent, and highly emotionally intelligent. Firm, fair and caring. • A commitment to equal opportunities and social inclusion. • A commitment to Safeguarding and promoting the welfare of our students. • An excellent team player who is committed to following agreed school policies. • A willingness to contribute to whole school initiatives. • Excellent attendance and punctuality. • A commitment to extra-curricular activities and whole-school events. 	
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June 2025