

Settle College

Appointment of – Faculty Leader, English & Literacy

Person Specification

The criteria below are adapted from the National Standards for teachers. While the list below is exacting, it is understood that different qualities will be exhibited to different degrees.

The criteria will be tested through a combination of the application form, letter of application, the interview and the reference.

Candidates are asked not to include a CV within their application, if included it will not be used as part of the selection process.

Criteria	Essential	Desirable
Shaping the future		
A clear working Knowledge of current curricular developments especially the OfSTED Literacy agenda	√	
An understanding of technological developments within education		√
An effective communicator at all levels	√	
A strategic thinker	√	
The ability to generate a vision and carry others along	√	
An understanding of and commitment to the Every Child Matters agenda	√	
Experience within a Specialist College context		√
Teaching & Learning		
The ability to devise & implement strategies for raising achievement	√	
A clear understanding of different models of teaching and learning	√	
Experience of curriculum design	√	
Experience of curriculum management	√	
A highly effective classroom practitioner	√	
Committed to the principals of inclusion	√	
Successful experience of planning for vocational courses		√
A clear understanding of assessment procedures and assessment for learning	√	
Developing self and working with others		
A willingness to consider NPQH or other relevant training		√
The ambition to seek further promotion		√
Recent experience of the full range of 11-19 education – (including current experience of post 16)	√	
Qualified Teacher Status	√	
Further qualification within the education field		√
Experience of delivering INSET		√
The ability to develop empower and sustain teams and individuals	√	

The ability to give and receive effective feedback and act to improve personal performance	√	
Managing the Organisation		
An understanding of the principles of effective management, delegation and organisation	√	
Experience of performance management	√	
The ability to prioritise and manage time effectively for both self and others	√	
Experience of collaborative working with other schools, organisations and agencies		√
The ability to make decisions and act upon them	√	
A clear commitment to management by consultation	√	
Securing Accountability		
The ability to use a range of data to support, monitor and improve aspects of school life	√	
Experience of effective school self evaluation	√	
The ability to acknowledge excellence and challenge poor performance	√	
Strengthening the Community		
Experience of successful collaborative working with other organisations and agencies		√
The ability to work effectively with parents and carers to support their children's learning	√	
The ability to listen to, reflect and act on community feedback	√	
Personal Qualities		
Stamina	√	
Excellent interpersonal skills	√	
The ability to ensure a sensible work life balance	√	
Level headedness	√	