

Dorchester Middle School
Person Specification : Faculty Leader

	ESSENTIAL	DESIRABLE
Education & Qualifications	• Education to degree or equivalent level + QTS in the relevant subject. • Evidence of recent professional development • Committed to ongoing professional development based on research evidence about teaching and learning.	• Evidence of further professional study and/or qualification
Specialist Knowledge & Skills	• Understanding of theory and practice of effective teaching and learning in your subject area • Outstanding teacher • Up to date knowledge of curriculum and assessment developments within your subject • Understanding of how to use QLA to inform planning • The ability to make accurate judgements about the quality of teaching and learning and use that information to raise standards • Ability to use data and strategic information to raise student attainment • ICT competency, including using ICT for remote learning	• Understanding of Middle School data • Ability to work with SIMS or other management system
Leadership & Management	• Ability to set high expectations and to hold others to account • Positive attitude towards change • Innovative and self-reflective • The ability to plan and prioritise, to complete tasks efficiently on time and to work with detail • The ability to motivate and enthuse colleagues • Excellent communication and interpersonal skills • Ability to chair meetings effectively and delegate • Good negotiating skills and the ability to diffuse situations • Adaptable to changing situations • Resilient when faced with complex situations • Excellent time management skills and the ability to prioritise and meet deadlines under pressure	• Excellent presentation skills with the ability to lead staff training • Experience of using coaching as a model for ensuring on going professional development

Relevant Experience	• Experience of working in a leadership role • Experience of working at either upper KS2 or KS3 • Evidence of impact of the progress of SEND and High Attaining pupils.	• Experience of supporting other schools or colleagues • Experience of both Upper KS2 and KS3
Additional Requirements	• Commitment to continuous improvement • Commitment to meeting the needs of all students • Sense of humour • Flexible approach • Approachable and sensitive to the needs of others • Openness and willingness to address and discuss relevant issues • Presence, drive and passion • Excellent organisation and the ability to work under pressure. • Willingness to take part in extra-curricular activities, including trips and visits, and to make a significant contribution to the wider life of the school • Work collaboratively with DASP colleagues.	• Make a significant contribution to the wider life of the school