



## The Gilbert School Person Specification

### Curriculum Leader

Attributes	Essential	Desirable	Assessed
<b>Education &amp; Qualifications</b>			
Qualified teacher status recognised by DfE.	x		A R
Good honours degree or equivalent in relevant subject.	x		A R
Evidence of commitment to professional development.	x		A R
Evidence of further study.		x	A R
<b>Experience</b>			
Excellent classroom practitioner across the age and ability range.	x		A I R
Excellent knowledge of the National Curriculum for the subject at KS3 and KS4.	x		A I R
Experience of working in more than one school.		x	A I R
Evidence of managing, leading and monitoring a team.	x		A I R
Evidence of being an effective form tutor.	x		A I R
Proven track record of making a difference to the learning experiences of students inside and outside of the classroom.	x		A I R
Experience of leading meetings with staff, parents and other stakeholders.	x		A I R
Proven success of leading a team to raise achievement.	x		A I R
Evidence of leading whole school improvement.		x	A I R
<b>Knowledge and Skills</b>			
Excellent subject knowledge and skills to inspire students and staff.	x		A I R
The ability to teach creatively through a variety of teaching and learning styles.	x		A I R
Proven classroom management ability.	x		A I R
An up to date knowledge and understanding of current educational issues.	x		A I R
Evidence of good ICT skills.	x		A I R
A commitment to effective planning, monitoring and self-evaluation.	x		A I R
Excellent communicator to a variety of audiences, both verbally and in writing.	x		R I
The ability to establish effective working relationships with a wide range of people including students, parents, colleagues and governors.	x		A I R
Knowledge of using a range of data to inform planning and underpin strategies to improve student outcomes.	x		A I R

Knowledge and understanding of Safeguarding.	x		I R
<b>Personal Qualities</b>			
The ability to inspire, challenge, motivate and empower colleagues and young people to achieve high goals.	x		A I R
A commitment to raising achievement, attainment and aspirations of all students.	x		A I R
A leader who can lead by example, counsel and advise when needed and is able to enthuse others.	x		A I R
A 'can do' attitude.	x		A I R
Ambitious and visionary.	x		A I R
A readiness to reflect, change and develop to improve self-performance and that of others.	x		A I R
The ability to prioritise and organise workloads, meeting deadlines and ensuring others in the team do so too.	x		A I R
Ability to manage change and work under pressure and remain enthusiastic and resilient.	x		A I R
Supportive of the school's ethos and policies.	x		A I R

(Key: A = Application I = Interview R = Reference)