



## PERSON SPECIFICATION – Middle Leader

### 1 Skills, Knowledge & Abilities

Essential	Desirable
<ul style="list-style-type: none"> <li>• Leadership skills – the ability to lead and manage people to work towards common goals and use appropriate leadership styles in different situations.</li> <li>• Communication skills (both oral and in writing) – the ability to make points clearly and understand the views of others.</li> <li>• Ability to develop new ideas.</li> <li>• Personal impact and presence.</li> <li>• Ability to work as part of team as well as using own initiative.</li> </ul>	<ul style="list-style-type: none"> <li>• Decision making skills – the ability to investigate, solve problems and make decisions.</li> <li>• Experience of identifying an issue, researching possible solutions, action-planning a change strategy and evaluating impact.</li> </ul>

### 2 Professional Knowledge and Understanding, Skills and Attributes

Essential	Desirable
<ul style="list-style-type: none"> <li>• Specific evidence of successful classroom teaching.</li> <li>• The ability to achieve challenging professional targets/objectives. The ability to develop and implement policy and practice which reflects the school's commitment to high achievement.</li> <li>• The potential to build and lead teams efficiently and effectively using skills of motivation, delegation and time management.</li> <li>• The ability to set standards and provide a role model for pupils and other staff in teaching and learning within their subject specialism and across the school.</li> <li>• The ability to analyse, understand and interpret data and information.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in an 11-18 setting.</li> </ul>

<ul style="list-style-type: none"> <li>• The ability to promote the ethos, aims and objectives of the school to the wider community.</li> <li>• The ability to prioritise own time, work under pressure and to deadlines with a sense of balance and perspective.</li> <li>• The use of ICT to enhance and support teaching, learning and management.</li> <li>• Sound ICT skills including the use of spreadsheets to track, monitor, collate and analyse data.</li> </ul>	
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### 3 Qualifications and Training

<ul style="list-style-type: none"> <li>• Qualified teacher status</li> <li>• Degree or equivalent</li> <li>• Proven evidence of other further professional development</li> </ul>	<ul style="list-style-type: none"> <li>• To either hold a National Professional Qualification, to be working towards, or to be prepared to undertake one.</li> </ul>
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### 4 Personal Qualities

<ul style="list-style-type: none"> <li>• A desire to make a difference to the lives of young people.</li> <li>• Energy, enthusiasm and creativity.</li> <li>• Belief in the importance of high expectations.</li> <li>• Able to work as part of a team.</li> <li>• Energy, determination and perseverance.</li> <li>• Self-confidence.</li> <li>• Enthusiasm and commitment.</li> <li>• Reliability and integrity.</li> </ul>	<ul style="list-style-type: none"> <li>• A clear view and understanding of the impact of 'Every Child Matters' and how it will impact on all aspects of the work of Saltash Community School.</li> </ul>
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In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours and attitudes to sue of authority and maintaining discipline.