# PERSON SPECIFICATION – PHASE LEADER / CORE SUBJECT LEADER

|  |  |  |
| --- | --- | --- |
| **Category** | **Essential** | **Desirable** |
| **1. Faith Commitment** | * A person committed to the Catholic mission, vision and values of the school * Secure understanding of the distinctive nature of the Catholic school and Catholic education * Understanding of leadership role in spiritual development of pupils and staff * Understanding of the school’s role in the parish and wider community and in promoting community cohesion | * Experience in leading acts of worship in Catholic schools |
| **Qualifications  and training** | * Qualified teacher status * Evidence of professional development relevant to this role | * NPQML or similar |
| **Experience** | * Teaching within the primary phase, including evidence of outstanding teaching directly linked to key stage applied for * Team leadership, linked to school development * Developing and delivering staff CPDF * Implementing teaching and learning strategies to improve quality and pupil attainment * Effective analysis of class data * Effective leadership of one or more subjects | * Responsibility for whole-school key stage leadership or subject leadership, providing strategic and practical oversight * Experience of external scrutiny e.g. Ofsted |
| **Skills and knowledge** | * Expert knowledge of the National Curriculum and guidance on curriculum requirements and key stage delivery * Outstanding classroom practice, constantly showing a positive and resilient approach to pupils and staff * Excellent communication and organisational skills * Good Computing skills * Effective communication and interpersonal skills * Ability to communicate a vision and inspire others * Ability to build effective working relationships with staff and other stakeholders |  |
| **Personal qualities** | * High expectations for all pupils and belief in bringing out the best in all * Commitment to upholding and promoting the ethos and values of the school * Commitment always to act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school * Ability to work under pressure and prioritise effectively * Commitment to maintaining confidentiality at all times * Commitment to equality |  |