



Subject Lead for Business- Person Specification

	JOB REQUIREMENT	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	Honours degree in relevant specialism.	✓		A
	Qualification as a teacher.	✓		A
	Membership of appropriate professional bodies		✓	A & I
	Leadership/management qualification(s)		✓	A & I
	Evidence of good or outstanding classroom practice	✓		A & I
	An understanding of the principles associated with managing and leading others	✓		A & I
	Knowledge of current and potential future developments in relation to the national and local education scene	✓		I
	Knowledge of school improvement and effectiveness strategies including processes for monitoring and evaluation of performance at a pupil and team level and strategies for raising standards	✓		A & I
	Proven track record as a subject teacher	✓		A, I & T
Personal and interpersonal	Leading and supervising Experience of leading teams effectively. Provides others with a clear direction; sets appropriate standards of behaviour that align to the vision and values; delegates work appropriately and fairly; motivates and empowers others; provides staff with development opportunities and coaching; recruits staff of a high calibre.	✓		A, I & T
	Persuading and influencing Makes a strong positive personal impression on others; gains clear agreement and commitment from others by persuading, convincing and negotiating; promotes ideas on behalf of self or others and ensures others are acknowledged for their ideas and contributions; manages and diffuses conflict effectively.	✓		I & T
	Planning and organising Sets clearly defined objectives; plans activities and projects well in advance and takes account of possible changing circumstances; manages time effectively; identifies and organises resources needed to accomplish tasks; monitors performance against deadlines and milestones.	✓		I & T
	Adapting and responding to change Adapts well to changing circumstances; accepts new ideas and change initiatives; adapts interpersonal style to suit different people or situations; shows respect and sensitivity towards others; values difference; deals with ambiguity, making positive use of the opportunities it presents.	✓		I
	Applying expertise Applies specialist and detailed technical expertise; develops job knowledge and expertise through continual professional development; shares expertise and knowledge with others.	✓		I
	Coping with pressures and setbacks Works productively in a pressurised environment; keeps emotions under control during difficult situations; balances the demands of a work life and a personal life; maintains a positive outlook at work; handles feedback well and learns from it; is mindful of the levels of resilience within the teams they lead and manage and works to enhance those levels of resilience.	✓		I

Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people.	✓		I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>).	✓		C
	Willingness to undertake safeguarding training when required.	✓		I

* A = by application, R = by references, I = assessed by Interview, T = task