



Professional Qualifications and Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Qualified Teaching Status. • T cert, Cert Ed, PGCE, B Ed. • Evidence of significant CPD. (Continuous Professional Development) • A minimum of 3 years primary teaching experience • A proven track record of raising attainment 	<ul style="list-style-type: none"> • National Qualification for Middle Leadership

Management Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Ability to make decisions and show/take initiative. • Able to demonstrate effective subject/area leadership and development in one or more areas • Experience of leading, developing and motivating staff in order to secure school improvement • Ability to work as a member of and lead an effective team 	<ul style="list-style-type: none"> • Successful experience of improving the quality of teaching and learning through monitoring and support • Experience of effective working with a variety of stakeholders to improve standards • Experience of managing and using pupil attainment and tracking databases

Teaching Competencies and Experiences	
Essential	Desirable
<ul style="list-style-type: none"> • Good understanding of effective strategies for gaining and maintaining high standards of behaviour • Up to date knowledge and understanding of the primary curriculum and changes ahead • Understanding of what makes an outstanding lesson and the ability to model this for other staff • Understanding of Year Group Teams and in school transition • Knowledge and understanding of target setting and how it can be used to motivate and raise achievement • A secure understanding of assessment of learning • Excellent understanding of behaviour management strategies and how to engage and motivate all children • Up to date understanding of child safeguarding issues and procedures 	<ul style="list-style-type: none"> • Understanding of the role of parents and the community in school improvement and how this can be promoted and developed

Skills and Attributes	
Essential	Desirable
<ul style="list-style-type: none"> • An outstanding classroom practitioner • Ability to demonstrate thorough knowledge and understanding of effective curriculum planning, assessment and record-keeping 	<ul style="list-style-type: none"> • Able to understand and interpret school assessment data

Herne Junior School – Person Specification



Year Leader

<ul style="list-style-type: none">• Sensitive, approachable, caring personality.• Good sense of humour.• Resourceful, energetic and enthusiastic.• Have excellent interpersonal skills and to be able to motivate others to improve• Have excellent communication skills (written and oral) in a variety of contexts• Ability to relate well to children and be responsive to their needs, whilst being firm and fair• Ability to demonstrate high standards and expectations• Ability to manage a diary, work effectively under pressure, prioritise appropriately and to meet deadlines• A commitment to maintain high standards of achievement for all pupils, recognising individuals whilst embracing equality and diversity• Ability to use ICT for management purposes and in teaching and learning	
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School Specific Needs	
Essential	Desirable
<ul style="list-style-type: none">• Willingness to be involved in/lead extra-curricular activities.• Understanding/experience of working with SEND children.	