

## Oxfordshire Teacher Training

### Primary Subject Specialist: Person Specification

| Criteria                           | Essential  | Desirable  |
|------------------------------------|--|--|
| <b>Experience</b>                  | <ul style="list-style-type: none"> <li>● Qualified Teacher Status</li> <li>● An appropriate degree</li> <li>● Successful subject leadership</li> <li>● Highly effective classroom practitioner</li> <li>● Working with teachers to develop subject expertise</li> <li>● Significant middle or senior school leadership</li> </ul>  | <ul style="list-style-type: none"> <li>● Working across schools</li> <li>● Evidence of education related research and development activities (e.g. Masters qualification)</li> <li>● Experience of developing and leading ITT provision</li> </ul> |
| <b>Knowledge and Understanding</b> | <ul style="list-style-type: none"> <li>● Detail knowledge of the National Curriculum in KS1 and KS2</li> <li>● Detailed knowledge of the integrity and unique pedagogical identity of each subject covered in the National Curriculum</li> <li>● Knowledge of the statutory framework for EYFS and the willingness to work alongside the EYFS specialist to ensure curriculum coherence</li> <li>● Recent and relevant subject specific research (e.g. Ofsted subject reviews)</li> <li>● Relevant national Subject Associations</li> <li>● Ability to assess the development of subject knowledge in Associate Teachers</li> <li>● Knowledge and understanding of effective approaches to adult learning</li> <li>● Knowledge of successful ITT provision</li> <li>● Good ICT skills</li> </ul> | <ul style="list-style-type: none"> <li>● Knowledge of self evaluation and quality assurance processes</li> </ul>   |
| <b>Teaching and Learning</b>       | <ul style="list-style-type: none"> <li>● Ability to precisely diagnose effective practise</li> <li>● Evidence of successful planning and delivery of adult training</li> <li>● Ability to create an effective adult learning environment</li> </ul>  | <ul style="list-style-type: none"> <li>● Evidence of generating and using educational research to inform best practice</li> </ul>  |
| <b>Skills and Attributes</b>       | <ul style="list-style-type: none"> <li>● Ability to establish excellent working relationships with Associate Teachers and colleagues across different schools</li> <li>● Relentless in pursuit of improvement</li> <li>● Excellent leadership skills</li> <li>● Ability to work in a team</li> <li>● Excellent time management</li> <li>● Excellent communication skills</li> </ul>  | <ul style="list-style-type: none"> <li>● Evidence of innovative practice</li> <li>● Evidence of successful change management</li> </ul>  |
| <b>Personal Qualities</b>          | <ul style="list-style-type: none"> <li>● High expectations of Associate Teachers and colleagues</li> <li>● Commitment to excellence in state education</li> <li>● Open minded and solution focussed</li> <li>● Enthusiastic, committed and forward thinking</li> <li>● A sense of humour and a sense of purpose</li> </ul>   | <ul style="list-style-type: none"> <li>● Charismatic – having a presence</li> </ul>  |