



THE CHERWELL OTSA SCITT

Person Specification – Programme Leader

| Criteria | Essential | Desirable |
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| Experience | <ul style="list-style-type: none"> • Qualified Teacher Status • An appropriate degree • Outstanding classroom practitioner • Working with teachers to develop classroom practice • Experience of developing and leading ITT provision • Significant middle or senior school leadership • Working across schools in a 'support and challenge' capacity | <ul style="list-style-type: none"> • Curriculum/ project development • Evidence of further education related research and development activities (e.g. education based Masters qualification) |
| Knowledge and Understanding | <ul style="list-style-type: none"> • Knowledge and understanding of effective approaches to adult learning • Knowledge of self evaluation and quality assurance processes • Knowledge of successful ITT provision • Good ICT skills • Ability to assess the development of Associate Teachers | <ul style="list-style-type: none"> • Knowledge of marketing and recruitment processes |
| Teaching and Learning | <ul style="list-style-type: none"> • Ability to precisely diagnose effective classroom practise • Evidence of successful planning and delivery of adult training • Ability to create an effective adult learning environment | <ul style="list-style-type: none"> • Evidence of generating and using educational research to inform best practice |
| Skills and Attributes | <ul style="list-style-type: none"> • Ability to establish excellent working relationships with Associate Teachers and colleagues across different schools • Relentless in pursuit of improvement • Excellent leadership skills • Ability to work in a team • Excellent time management • Excellent communication skills | <ul style="list-style-type: none"> • Evidence of innovative practice • Evidence of successful change management |
| Personal Qualities | <ul style="list-style-type: none"> • High expectations of Associate Teachers and colleagues • Commitment to excellence in state education • Solution focussed • Enthusiastic and committed • A sense of humour and a sense of purpose • Open-mindedness • A forward thinking approach | <ul style="list-style-type: none"> • Potential for further promotion • Charismatic – having a presence |