

## Person Specification for Subject Lead for Economics and Business



'To inspire our students to be confident and open-minded through exceptional teaching in a caring school community.'

The successful candidate will share a commitment to:

- making a positive impact on all students' experiences of Economics and Business at Highgate Wood School;
- our core values as defined in our mission statement, and our ethos The Highgate Wood Way; Courtesy, Consideration, Contribution and Co-operation;
- inclusion, based on a belief that every student can achieve irrespective of their starting point or circumstance;
- first class pastoral care, support and guidance;
- working with staff and all other stakeholders in a collaborative way;
- our SHOW UP staff culture (see bottom of page 2).

**Attributes** The following outlines the key knowledge, skills and experience required for this position. As part of the shortlisting process, the selection panel will assess each candidate against these criteria.

<b>Knowledge, skills and experience</b>	<ul style="list-style-type: none"> <li>• To have qualified teacher status and a graduate qualification in a relevant subject area.</li> <li>• Successful teaching experience in Economics and Business at Key Stage 5</li> <li>• The ability to motivate students and support student learning through high quality teaching strategies</li> <li>• Experience of planning and developing the Economics curriculum</li> <li>• Experience of leading and developing staff to support them to be their best</li> <li>• Ability to interpret data, set targets and plan intervention for cohorts of students to ensure all students succeed.</li> <li>• Experience of working with, and celebrating the contributions of students from a diverse range of backgrounds</li> <li>• Excellent interpersonal skills: the ability to work well with a wide range of people and motivate your team</li> <li>• The ability to work flexibly, prioritise and delegate work appropriately amongst your team</li> <li>• The ability to demonstrate a pro-active approach in taking responsibility for the quality of your own work and that of others, problem solving and using one's own initiative as appropriate.</li> </ul>
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	<ul style="list-style-type: none"> <li>• Confident use of technology to promote student learning and support your leadership role.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• A passion for Economics and Business and enabling all students to develop and learn</li> <li>• Empathy</li> <li>• A positive, professional role model for students</li> <li>• Someone with very high expectations of themselves and others</li> <li>• An ability to complete tasks to a high standard</li> <li>• Enthusiastic and hard-working</li> <li>• Resilience and perseverance</li> <li>• Reflective and self-evaluative of your own classroom practice and that of your team</li> <li>• Energy, drive and a sense of purpose</li> <li>• A sense of fun and ability to laugh and relax, even when under pressure</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Graduate in Economics or Business or a relevant subject area</li> <li>• Qualified Teacher Status</li> <li>• Evidence of recent engagement with continued professional development related to Economics and leadership</li> </ul>

## OUR NON-NEGOTIABLES

- S** **Students come first**  
Our students are our priority. It is for them that we do what we do.
- H** **Hard Work**  
We do whatever is necessary to provide the best experience for our students.
- O** **Our own children**  
We make HWS a school that we would be proud to send our own children to. We work to this end every single day.
- W** **We are not I**  
We are a team. We do what we say we do - we stick to the school strategy, behaviours and processes. We are the Highgate Wood Way.
- U** **Unafraid of failure**  
We are not afraid to fail, nor learn from failure. When things go wrong we do not blame—we support each other and we look after each other.
- P** **Professional trust and accountability**  
We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above.



Everyone Matters Everyone Achieves