**FOUNDATION STAGE LEADER**

**PERSON SPECIFICATION**

The following are the main attributes the Governing Body would wish to see offered by candidates. It is not as an exhaustive ‘tick list’ but is provided as guidance.

\*How candidates will be assessed: A – Application Form I – Interview R –Reference

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Job Requirement** | **Essential** | **\*** | **Desirable** | **\*** |
| **Qualifications** | * Qualified Teacher Status | **A** | * Evidence of commitment to further professional development | **A** |
| **Experience** | * Successful teaching in the Foundation Stage * Evidence of leading an area of school improvement * Participating in a team approach to include the management of change * Evidence of providing INSET or other staff development activity | **A/R**  **A/I**  **I**  **I** | * Teaching within Key Stage 1 * Have held responsibility for more than one curriculum area | **A/I**  **A/I** |
| **Knowledge and understanding** | * Understands curriculum management * Understands the process of school improvement planning * Has a thorough understanding of young children’s needs, and how they learn * To be an outstanding, innovative and creative teacher * Understands the importance of developing thinking skills * Extensive knowledge of best Foundation Stage practices * Good understanding of safeguarding procedures | **R/I**  **I**  **I/R**  **A/R/I**  **A/I**  **I**  **I** | * An understanding of distributive leadership * To have experience of developing thinking skills across the curriculum | **I**  **A/I** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Skills** | * To be able to identify and solve problems creatively * To be an effective communicator with staff and to disseminate information accurately * To be a good listener * Ability to exhibit a positive attitude * Ability to encourage positive partnerships with parents and school * Flexibility * Have a positive attitude to change * To be able to lead the Foundation Stage planning process * To be able to manage time effectively * Prioritise according to school improvement needs | **R/I**  **R/I**  **I**  **R/I**  **R/I**  **I**  **A/I**  **R/I**  **A/R**  **R/I** |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Job Requirement** | **Essential** | **\*** | **Desirable** | **\*** |
| **Personal Qualities** | * Well-organised, professional, innovative and tactful * A reflective practitioner * Energetic * Able to work under pressure and meet deadlines * Have a sense of humour * Able to manage an appropriate work-life balance * Passionate about wanting to make a difference to our children * Has a desire to further their own learning and is ambitious for their career * Have an approachable and friendly manner * Have an awareness of the needs of others | **A/I**  **R**  **R**  **R**  **R/I**  **I**  **A/I**  **A/I**  **I**  **R** | * To have varied interests outside school and education | **A/I** |