



## PERSON SPECIFICATION

Assistant Head of Department - English

Main Pay Scale / Upper Pay Scale (dependent on experience)  
Plus TLR 2b

### NOTE TO CANDIDATE:

- The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
- The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.
- The **How Identified** column shows how the Academy will obtain the necessary information about you.
- If the **How Identified** column says the Application Form next to an Essential Criteria or a Desirable Criteria, you **MUST** include in your application enough information to show how you meet this criteria. You should include examples from your paid or voluntary work.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Relevant Degree.</li> </ul>	Application form, certificates and interview	<ul style="list-style-type: none"> <li>• Honours or Higher degree</li> </ul>	Application form and Interview
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>• Experience of 11 – 16 English teaching.</li> <li>• Organisational skills.</li> <li>• Ability to support less experienced members of staff.</li> <li>• Experience of analysing data and appropriate intervention.</li> <li>• Ability to lead a team.</li> </ul>	Application form, References and Interview	<ul style="list-style-type: none"> <li>• Evidence of impact on colleagues' professional development.</li> </ul>	Application form, References and Interview

<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• Ability to articulate a sound educational philosophy in line with the academy's aims.</li> <li>• Have a clear vision for the long-term development of the English department.</li> <li>• A love of English.</li> <li>• Ability to deliver schemes of work which help promote engagement, equity, enterprise and excellence for all students.</li> <li>• Knowledge and understanding of the effective use of intervention strategies.</li> <li>• Record of delivering consistently good to outstanding lessons.</li> <li>• Understanding of excellent practice in English teaching.</li> <li>• Knowledge of recent and planned developments in education.</li> </ul>	Application form and Interview	<ul style="list-style-type: none"> <li>• IT skills to support student learning.</li> <li>• Evidence of successful professional development related to leadership.</li> </ul>	Application form, Interview and References
<b>Professional Values and Practice</b>	<ul style="list-style-type: none"> <li>• Ability and willingness to work with both colleagues and students.</li> <li>• Ability to demonstrate resilience and a sense of perspective.</li> <li>• Commitment to further professional development.</li> <li>• Commitment to the academy's continued success.</li> <li>• Team player.</li> <li>• Be one of "Our People".</li> </ul>	Application form. References. Interview.	Commitment to extra-curricular activities.	Application form. Interview. References.