

**KING JAMES I ACADEMY**

**PERSON SPECIFICATION – Head of Business and Enterprise**

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| **1.** | **Qualifications and Experience** | **Essential** | **Desirable** |
| 1.1 | Degree or equivalent in Business Studies, or a closely related subject, and PGCE or equivalent in Secondary Education | **✓** |  |
| 1.2 | The ability to teach up to and including KS5 | **✓** |  |
| 1.3 | Qualified Teacher Status | **✓** |  |
| 1.4 | Evidence of post-graduate study |  | **✓** |
| 1.5 | Evidence of recent and relevant professional development activity | **✓** |  |
| 1.6 | Experience as a consistently effective teacher | **✓** |  |
| 1.7 | Experience in shaping and delivering sequences of learning in Business & Enterprise | **✓** |  |
| 1.8 | Some experience in a leadership and management role in Business or similar |  | **✓** |
| 1.9 | The ability to deliver a second subject at KS5 |  | **✓** |
| **2.** | **Professional Knowledge and Skills** |  |  |
| 2.1 | Knowledge and understanding of how to be vigilant about student’s safety and wellbeing in a school setting | **✓** |  |
| 2.2 | Knowledge and understanding of the Teachers Standards and how to fulfil them | **✓** |  |
| 2.3 | Knowledge of how to make effective personalised provision for all students, including those who are classed as disadvantaged or with SEND | **✓** |  |
| 2.4 | Knowledge of how to assess the impact of teachers on student learning and skill in responding to the insights gained effectively | **✓** |  |
| 2.5 | Leadership Experience and a proven track record of success |  | **✓** |
| 2.6 | Knowledge of sources of academic and professional scholarship related to the role and skills in using these sources to benefit the role | **✓** |  |
| 2.7 | Knowledge of how to write meaningful improvement plans and skill in fulfilling the priorities outlined |  | **✓** |
| 2.8 | Ability to use a range of professional and interpersonal skills to build and sustain positive professional relationships with a range of stakeholders, including colleagues, students, parents, governors, members of the community, external partners and other agencies | **✓** |  |
| **3.** | **Personal Qualities** |  |  |
| 3.1 | Determination to seek out evidence and base actions on what the evidence shows | **✓** |  |
| 3.2 | Ability to reflect on own practice and that of others and act on insights gained so that practice improves | **✓** |  |
| 3.3 | Advance communication skills – orally and written – matched to the needs of a variety of stakeholders including: students; members of the Business & Enterprise team; other subject leads, senior leaders, governors, members of the community, external partners and other agencies | **✓** |  |
| 3.4 | Able to analyse a situation accurately and respond appropriately | **✓** |  |
| 3.5 | Ability to prioritise effectively | **✓** |  |
| 3.6 | Resilience, determination and the ability to cope well under pressure | **✓** |  |
| 3.7 | Emotionally intelligent | **✓** |  |
| 3.8 | Active listener who offers/seeks advice and support when necessary | **✓** |  |
| 3.9 | A willingness to contribute to the wider life of the Academy | **✓** |  |
| 3.10 | Excellent attendance | **✓** |  |
| 4. | Safeguarding |  |  |
| 4.1 | Suitable to work with children | **✓** |  |
| 4.2 | The ability to form and maintain appropriate professional relationships and personal boundaries with children | **✓** |  |
| 4.3 | The ability to maintain a disciplined learning environment and to support effective behaviour management | **✓** |  |