

## Head of Business - Personnel Specification

This person specification provides an indication of the skills, experiences, abilities and values that we are seeking for in a Head of Business. We are interested in candidates with the potential to make a substantial contribution to De Aston and we are committed to developing, through CPD, the successful candidate.

Attributes	Criteria	How Identified	Rank
Education and Training	1. Formal Business, Economics, Finance, or other related qualification; at least to degree level.	A	Essential
	2. QTS status, with current experience of successful business teaching in a secondary school to external qualification level	A	Essential
Skills and level of experience.	3. Experience of teaching business and finance in Key 4 to achieve consistently strong outcomes.	A & I	Essential
	4. Experience of teaching business and economics in Key Stage 5 to achieve consistently strong outcomes.	A & I	Essential
	5. Recent experience of successful business, economics, and finance teaching in a secondary school leading to consistent student progress.	A & I	Essential
	6. A clear understanding and implementation of effective teaching and learning strategies that deliver outcomes.	A & I	Essential
	7. Evidence of raising standards within business, economics and finance and consistently delivering high levels of progress.	A & I	Essential
	8. A clear educational vision.	A & I	Essential
	9. Previous experience of leading a Business Department or second in department.	A & I	Desirable
	10. Ability to work in a way that promotes the safety and wellbeing of children and young people.	A & I	Essential
	11. Great degree of resilience.	A & I	Essential
Abilities, behaviours, attitudes and values.	12. Seek to help children rather than help themselves through children.	A & I	Essential
	13. Self-aware and sees how their behaviour impacts on children and adults.	A & I	Essential
	14. Open to showing ideas and not work in isolation.	A & I	Essential
	15. Courage to take action to protect children from harm.	A & I	Essential
	16. Able to establish and maintain good professional relationships with learners, parents and colleagues.	A & I	Essential
	17. Experience of working successfully and co-operating as a team member.	A & I	Essential
	18. Able to work on own initiative.	A & I	Essential
	19. Ability to communicate effectively and professionally.	A & I	Essential
	20. Commitment to continued personal development.	A & I	Essential
	21. Enthusiastic and hardworking.	A & I	Essential
	22. Can demonstrate educational vision.	A & I	Essential
	23. Can successfully implement vision.	A & I	Essential
Any Additional Factors	24. Willingness to contribute to the extra-curricular provision in the department.	A & I	Essential

### Key:

A = Application

I = Interview

*De Aston School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. All postholders are subject to a satisfactory enhanced DBS disclosure.*