

# Arden

## Person Specification – Head of Business & Economics



|                                    | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Desirable                                                                                                                                                                                                                                        | Methods of Assessment                        |
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| <b>Qualifications</b>              | <p>QTS status by the time of the commencement of the post</p> <p>Qualified to Degree Level in a relevant subject</p> <p>Willingness to undertake further training to support curriculum developments in Business &amp; Economics</p>                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>At least 2.1 level degree in relevant subject</p> <p>Strong A-Level grades in relevant subject(s)</p> <p>Middle leadership qualification, such as NCSL or MLDP</p> <p>Evidence of continuous INSET and commitment to personal development</p> | Application Qualifications                   |
| <b>Experience</b>                  | <p>Successful and relevant secondary teaching experience, across Key Stage 4, demonstrably improving pupil performance</p> <p>Experience in embedding curriculum developments that have resulted in raised attainments and excellent pupil progress</p> <p>Experience of monitoring and giving accurate feedback to colleagues, including observation of teaching, resulting in improved outcomes</p>                                                                                                                                                                                                                                                                | <p>Experience of leading and managing other team members/members of staff</p> <p>Ability to teach A Level Economics or Business</p>                                                                                                              | Application References Interview             |
| <b>Knowledge and Understanding</b> | <p>Secure knowledge of the GCSE Business curriculum and/or OCR Enterprise &amp; Marketing (or experience of other vocational Business qualifications across KS4)</p> <p>Excellent subject knowledge and skills as a classroom practitioner</p> <p>Knowledge and understanding of the requirements of high-quality teaching/pedagogy including AFL</p> <p>Understanding of relevant equal opportunities, health and safety and safeguarding guidance and legislation, and with commitment to keeping up to date with legislative changes affecting schools</p> <p>Knowledge of the regulations around safeguarding and how to address any issues that might arise</p> | Secure knowledge of the A Level Business and/or Economics curriculums                                                                                                                                                                            | Application References Interview Observation |

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| <b>Skills</b> | <p>Ability to create and develop an ambitious vision for the highest achievement of pupils and colleagues</p> <p>Ability to establish, lead and develop positive working relationships with pupils, parents, staff, Governors and local community, setting appropriate personal but professional boundaries</p> <p>Ability to plan, assess and evaluate strategic plans and undertake data analysis</p> <p>Ability to observe T&amp;L and provide developmental feedback to support improvement and challenge underperformance</p> <p>Proven ability to motivate, inspire and manage staff and pupils</p> <p>Commitment to the School's ethos and aim, skills and aptitudes</p> <p>Desire to continuously promote, raise and assess the highest teaching standards across your teaching subject</p> <p>Creative, flexible and open to new ideas to promote teaching and learning to the highest standards</p> <p>Ability to deploy teaching &amp; learning strategies appropriately to suit the needs of pupils of differing ability</p> <p>Ability to deploy behaviour management strategies effectively</p> <p>Achieves good pupil outcomes</p> <p>Ability to orally communicate effectively with a range of audiences</p> <p>Ability to use pupil level data to raise standards</p> <p>Accurate and fluent written communication skills</p> <p>Effective classroom practitioner</p> <p>Excellent organisational and time management skills and the ability to meet deadlines</p> | <p>Proven record as a teacher whose pupils reach high standards of learning and achievement</p> | <p>Application<br/>References<br/>Interview<br/>Observations</p> |
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|              | Excellent oral and written communication skills                                                                                                                                                                                                                                                                                                                                      |  |                                                                          |
| <b>Other</b> | <p>Enhanced DBS clearance</p> <p>Compliance with all School and Trust policies, with a willingness to engage in co-curricular activities and take responsibility for professional development</p> <p>Commitment to inclusion</p> <p>Commitment to seeing tasks through fully</p> <p>Self-motivational and a positive approach</p> <p>A willingness to undertake further training</p> |  | <p>Application</p> <p>Interview</p> <p>Observation</p> <p>References</p> |