



Head of Business Studies and Economics

Person Specification

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.		
	Essential These are qualities without evidence of which the applicant could not be appointed	Desirable These are extra qualities which can be used to choose between applicants who meet all of the essential criteria
Qualifications	<ul style="list-style-type: none"> • Good honours degree in relevant subject areas or equivalent experience if degree is in alternative subject • Teaching qualification 	<ul style="list-style-type: none"> • Relevant evidence of continued professional development
Experience	<ul style="list-style-type: none"> • Experience in teaching Business Studies to GCSE • Experience of teaching Business Studies and Economics to A-level (or the willing to upskill) • Experience of teaching a range of abilities 11-18 • Evidence of successful school improvement 	<ul style="list-style-type: none"> • Experience of leadership and management in schools • Relevant professional development for leadership role.
Skills and Attributes	<ul style="list-style-type: none"> • To be an outstanding teacher with high expectations for students, colleagues and themselves. • To have a student centred, inclusive approach and ethos • Demonstrate positive, optimistic and creative behaviours regardless of the challenges presented • Make decisions on the basis of sound judgement • Be able to successfully implement a plan and take all stakeholders with them • Have strategies to monitor and evaluate developments • Be able to analyse, interpret and use school data to improve standards and achievement • Effectively monitor pupil progress, use results to inform planning and ensure high expectations and outcomes for students 	<ul style="list-style-type: none"> • Use of ICT applications widely to improve standards and diversity of provision

Knowledge and understanding	<ul style="list-style-type: none"> • Clear vision for the future of the subject area • Understanding of safeguarding measures • Relevant subject knowledge • Have a current and detailed understanding of the curriculum, data and accountability measures • Good understanding of the needs of key groups of learners and how to support students through departmental strategies • Knowledge and understanding of leadership techniques and how to manage whole departmental change successfully 	<ul style="list-style-type: none"> • Provision of appropriate CPD opportunities for other staff • Effective experience of how to use structures and systems to evaluate rigorously all aspects of a department and produce strategic plans to secure improvement
Personal competencies and qualities	<ul style="list-style-type: none"> • Supportive of the school's vision and aims • Emotional resilience in working with students, staff and stakeholders • Be able to inspire, lead and empower staff and students • Humour and sensitivity • Be innovative and creative in finding effective solutions • Able to work under pressure, demonstrate resilience and be able to recognise and manage stress in themselves and others • Have flexibility, sensitivity and tact • Be organised, efficient and hard working • Model high standards of professional practice • Be willing to support whole school activities and events particularly enrichment opportunities 	<ul style="list-style-type: none"> • Aspiration to progress to higher leadership roles in the future