**PERSONAL SPECIFICATION FOR THE POST OF**

**HEAD OF DESIGN AND TECHNOLOGY**

**HURSTMERE SCHOOL**

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| --- | --- | --- | --- |
| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| **Education and Training**  |
| Graduate teacher able to offer Design and Technology at KS3 and KS4 | ✓ |  | App/Int |
| Teaching qualifications | ✓ |  | App/Cert |
|  |
| **Experience** |
| Evidence of successful teaching in a mainstream school (11 to 16) across ability range |  | ✓ | App/Ref |
| Full-time professional teacher experience | ✓ |  | App |
| Experience of assessment of student performance at KS3 and KS4. | ✓ |  | Int |
| Experience of working as part of a team. | ✓ |  | Int/Ref |
| Experience of the role of a form tutor |  | ✓ | App |
|  |
| **Aptitudes (Abilities and Skills)** |  |  |  |
| Good classroom teacher with a lively, interactive approach.. | ✓ |  | Int/Ref |
| Sound understanding of educational initiatives. | ✓ |  | Int/Ref |
| Good understanding of assessment for learning. | ✓ |  | Int/Ref |
| Effective classroom manager. | ✓ |  | Int/Ref |
| Commitment to own personal and professional development, prepared to undergo further training. | ✓ |  | Int/Ref |
| Patience, determination and tact – with students, parents and colleagues. | ✓ |  | Int/Ref |
| Good communication skills, orally and in writing. | ✓ |  | Int/Ref |
| Able to relate and interact with young people. | ✓ |  | Int/Ref |
| Good inter personal skills. | ✓ |  | Int/Ref |
| A commitment to high standards | ✓ |  | Int/Ref |
| Good organisational and administrative skills. | ✓ |  | Int/Ref |
| ICT literate. | ✓ |  | App |
| Good understanding of the recent curriculum changes at KS4. | ✓ |  | App/Int |
| Ability to speak English with confidence and accuracy, using accurate sentence structure and vocabulary. | ✓ |  | Int |
| Ability to choose the right kind of English vocabulary for the situation in hand without a great deal of hesitation.  | ✓ |  | Int |
| Experience of teaching the new reformed GCSE. |  | ✓ | App/Int |
| Experience of being an examiner/moderator. |  | ✓ | App/Int |
|  |
| **Additional Requirements** | ✓ |  |  |
| Commitment, enthusiasm and energy. | ✓ |  | Int/Ref |
| Prepared to take responsibility and use initiative. | ✓ |  | Int |
| A commitment to equal opportunities | ✓ |  | Int |
| An ability and willingness to aim, inspire and motivate all learners. | ✓ |  | Int |
| The ability to be a reflective and evaluative practitioner who is willing to learn and develop. | ✓ |  | Int/Ref |
| Willingness to contribute to the wider life of the school. | ✓ |  | App/Int |
| Reliable and punctual | ✓ |  | App |
| Good health record. | ✓ |  | Int |
| Ability to work under pressure and determination to succeed | ✓ |  | Int/Ref |

**App – Application Int – Interview Ref – Reference**

**Hurstmere School is committed to maintaining a safe and secure environment for all students and a “culture of vigilance” to safeguard and protect all in its care. There are policies and procedures in place, including safer recruitment procedures. All staff and volunteers are expected to uphold this safeguarding commitment. Offers of employment are subject to a satisfactory enhanced Disclosure and Barring Service (DBS) check and other employment checks.**