

## **Person Specification – Head of Engineering**

The Governors expect the appointed candidate to have a clear educational vision, to lead and manage enthusiastically and effectively and to inspire confidence and trust.

### **Essential Criteria for Appointment**

- Qualified teacher status and good honours degree in related subject
- Experience and capability to teach Engineering effectively to up to and including KS5
- Track record of producing outstanding examination results at KS4 and KS5
- Evidence of continued professional development and a commitment to further study.
- The ability to raise pupil achievement across the full age and ability range
- Evidence of curriculum development in Engineering
- The capability to provide a clear sense of direction and purpose to achieve aims
- Effective oral and written communication skills
- Strong interpersonal skills
- The competence to lead, manage, develop and inspire people individually and as a team
- The desire to promote high standards and effective teaching and learning
- The ability to plan, implement, monitor and evaluate change
- Evidence of efficient, economic and effective financial management
- Evidence of sound resources' management
- The ability to work effectively under pressure and maintain self-motivation
- The aptitude to adapt to changing circumstances
- The ability to take initiative and accept responsibility
- The capacity to listen, empathise and resolve conflict
- A knowledge of current educational issues
- The ability to work with the senior management team and heads of department on whole school initiatives
- Commitment to and experience of using the community as a curriculum resource
- An open, enquiring mind
- The competence to create and maintain a stimulating and challenging well disciplined learning environment
- The willingness to inspire and take an interest in the well-being and personal development of pupils and students
- A knowledge of preferred learning styles and a commitment to personalised learning

### **Desirable Qualities**

- Recent management experience
- Commitment to high quality extra-curricular provision and curriculum extension
- Experience of interviewing, developing, appraising and deploying staff
- Experience of taking a role in-service training
- Knowledge of current educational research relating to teaching and learning and leadership and management
- Experience of lesson observation and the provision of expert feedback
- Experience as a mentor of new teachers or ITT students
- Experience of cross-phase liaison
- Experience of community involvement and dealing successfully and diplomatically with parents and community representatives