

# Person Specification

## Head of Geography

Criteria	Essential	Desirable
<b>Qualifications</b>		
Qualified Teacher Status	x	
Masters degree in relevant subject or further educational studies		x
Strong evidence of continued professional development	x	
<b>Experience</b>		
Experience of having some level of responsibility within a department		x
Experience of teaching Geography at KS3 and KS4	x	
Evidence of being, or having the potential to be, an outstanding teacher of the subject.	x	
<b>Knowledge and Skills</b>		
Excellent subject knowledge in the curriculum area.	x	
An understanding of what an outstanding education looks like in the classroom	x	
Understanding of strategies needed to establish consistently high expectations	x	
Good knowledge and understanding of current educational priorities	x	
Ability to establish / maintain strong learning environment	x	

Plan, prepare and deliver appropriate programmes of works, assess, record or track pupil learning and use to inform future planning	x	
Ability to vary teaching approaches as needed, for example one to one; small group; whole class	x	
Differentiate according to learners' needs	x	
Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice	x	
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards	x	
Thinks strategically about classroom practice and tailoring lessons to pupils needs	x	
Understands and interprets complex pupil data to drive lesson planning and pupil attainment	x	
Good communication, planning and organisation skills	x	
Demonstrates resilience, motivation and commitment to driving up standards of achievement	x	
<b>Personal Qualities</b>		
Effective team worker	x	
Appropriate courses, schemes of work, lesson plans, collaborative planning, data analysis, teaching and learning strategies	x	
Maintain high quality learning environment	x	
High expectations for accountability and consistency	x	
Vision aligned with Harrogate High CARES Values, high expectation of self and others	x	
Genuine passion and a belief in the potential of every pupil	x	
Motivation to continually improve standards and achieve excellence	x	

Effective listening skills that lead to a strong understanding of others	x	
Act as a role model to staff and pupils	x	
Commitment to regular and on-going professional development and training to establish outstanding classroom practice.	x	
<b>Other Requirements</b>		
A dynamic, innovative and self-regulated practitioner who works well with a team of the same characteristics and continue to drive excellence in Geography		x
Have an acceptance of, and a strong commitment to, Northern Star Academies Trust Policies in relation to equality and safeguarding and promoting the welfare of all children, young people, and vulnerable adults	x	
Able to speak in fluent English (in accordance with The Immigration Act October 2016)	x	