

Person Specification – Head of Geography (Maternity Cover)

Category	Essential	Desirable	Method of Assessment
Physical	Smart business-like appearance		Interview
Qualifications	- Graduate in Geography or a related discipline. - Qualified Teacher Status (QTS). - Evidence of relevant and recent CPD related to teaching, learning and curriculum development.	- Further qualifications in Education, Leadership or Geography - NPQML, NPQLT, NPQLBC or equivalent leadership qualification.	Application Form and Interview
Experience	- Successful experience of teaching Geography at KS3 and KS4. - Evidence of securing strong student outcomes. - Experience of curriculum planning and assessment design. - Experience of monitoring and evaluating student progress and implementing intervention strategies. - Experience of contributing to departmental improvement and development.	- Experience of leading a curriculum area, key stage, subject initiative or team. - Experience of analysing assessment data to drive improvement and raise attainment.	Application Form and Interview
Training	- Commitment to participating fully in professional development and leadership training. - Willingness to undertake all training required to fulfil safeguarding responsibilities.		Application Form and Interview.
Special Knowledge	Excellent knowledge of the Geography curriculum and GCSE specifications.	Experience of curriculum innovation and development.	Application Form and Interview

	• Strong understanding of effective curriculum design and sequencing. • Secure knowledge of assessment practices and strategies that improve outcomes. • Understanding of how to develop literacy, numeracy and wider skills through Geography. • Excellent understanding of effective teaching and learning strategies. • Knowledge of behaviour management strategies that promote positive learning environments. • Ability to use assessment and progress data to identify priorities and improve outcomes. • Knowledge of effective intervention strategies and approaches to closing gaps in achievement. • Understanding of safeguarding responsibilities and statutory guidance.		
Teaching and Learning	• Highly effective classroom practitioner. • Consistently sets high expectations for all students. • Demonstrates a commitment to inclusive education and personalised learning. • Ability to create a purposeful, engaging and challenging learning environment. • Evidence of successful lesson planning, delivery, assessment and evaluation. • Ability to inspire a love of Geography and promote high levels of student engagement.	• Evidence of leading improvements in teaching and learning across a department or wider team. •	Interview
Leadership and Management	• Ability to lead by example and act as a positive role model.	• Experience of leading departmental improvement initiatives.	

	• Ability to inspire, motivate and support colleagues. • Ability to contribute strategically to departmental improvement planning. • Strong organisational skills and ability to manage competing priorities effectively. • Ability to hold oneself and others accountable for high standards.	• Experience managing resources, budgets or educational visits.	
Circumstances	• Willingness to contribute to the wider life of the Academy. • Ability to attend meetings, training and school events as required • Commitment to promoting and upholding the Academy's values and ethos.		
Disposition	• The capacity to consistently perform to a high level of success and act as a role model for other professionals. • Self motivated with an ability to use own initiative. • Well developed interpersonal and social skills. • A passion for education and making a difference. • Ability to meet deadlines. • Enthusiastic and always positive. • Use critical thinking, creativity and imagination. • Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding children and young people.		Application Form and Interview

Practical and Intellectual Skills	• Excellent oral and written communication skills. • Strong ICT skills that enhance teaching, learning, assessment and departmental effectiveness. • Ability to analyse data and make evidence-informed decisions. • Ability to build effective relationships with students, staff, families and external partners. • Creative and innovative approach to teaching and curriculum development. • Successful experience of teaching students of all abilities, including disadvantaged students and those with SEND. • Ability to think strategically whilst maintaining attention to detail.	• Experience of implementing whole-school initiatives or contributing beyond a department.	Application Form and Interview
Legal Requirements	• Enhanced Criminal Records Bureau Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. • Inline with the latest KCSIE guidance an online check will be carried out for shortlisted candidates.		

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.