



KING EDWARD VI
SHELDON HEATH ACADEMY

Person Specification - Head of Department

Knowledge	Qualification criteria <ul style="list-style-type: none"> • Qualified to degree level and above • Qualified to teach in the UK • Right to work in the UK
Experience	<p>Evidence of raising attainment for multiple groups of pupils.</p> <p>Evidence of continually improving the teaching and learning of their subject through cop-planning or coaching</p>
Skills	<p>We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:</p> <p><u>Leadership</u></p> <p>Effective team worker and leader.</p> <ul style="list-style-type: none"> • High expectations for accountability and consistency. • Genuine passion and a belief in the potential of every student. • Motivation to continually improve standards and achieve excellence. • Commitment to the safeguarding and welfare of all pupils.
	<p><u>Teaching and Learning</u></p> <ul style="list-style-type: none"> • Excellent classroom practitioner. • Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. <p>Has good communication, planning and organisational skills.</p> <ul style="list-style-type: none"> • Demonstrates resilience, motivation and commitment to driving up standards of achievement. • Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
	<p><u>Communication skills</u></p> <ul style="list-style-type: none"> • The ability to listen and communicate effectively. • Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups. • The ability to influence and motivate others.
	<p><u>Problem solving</u></p> <ul style="list-style-type: none"> • Identify, analyse and resolve problems and issues. • Develop plans with concrete outcomes and effective solutions. • Evaluate results and identify necessary actions. • Make fact-based decisions.
	<p><u>Resilience</u></p> <ul style="list-style-type: none"> • Sustain energy, optimism and motivation in the face of pressure and setbacks. • Stay calm in difficult situations and maintain clarity of vision. • Be adaptable in the face of adversity.
	<p><u>Results and learning orientation</u></p> <ul style="list-style-type: none"> • Awareness of own strengths and limits. • Commitment to ongoing improvement and learning. • A passion for teaching subject. • Focus on achieving challenging goals and results. • Resourcefulness and flexibility in delivering outcomes.