



WILLIAM FARR

C of E Comprehensive School

Head of Department: Person Specification

	Essential Requirements	Desirable
Education and Qualifications, CPD	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of appropriate professional development • Enhanced CRB 	<ul style="list-style-type: none"> • Graduate: Good Honours Degree • In-service training in leadership and management • Further qualifications e.g. NPQML
Experience	<ul style="list-style-type: none"> • At least 3 years' teaching experience in a Secondary School • Experience of successfully managing an aspect of school/department improvement • Evidence of successful experience of curriculum/subject development 	<ul style="list-style-type: none"> • Experience in large secondary school • 6th form experience • Experience of contributing to effective professional development of staff
Knowledge and understanding	<ul style="list-style-type: none"> • Good understanding of the characteristics of high quality teaching and effective learning • An ability to successfully plan and implement curriculum developments • A clear educational philosophy • Ability to see the big picture, think strategically and apply this to a department. • Good knowledge and understanding of pedagogy and how to help students learn and make progress • Good understanding of effective pastoral systems • Ability to support others with behaviour strategies 	<ul style="list-style-type: none"> • Involvement in whole school initiatives • Strong awareness of emerging national educational issues • Knowledge of National bodies who effect education and how best to maximise their influence.
Teaching and Learning	<ul style="list-style-type: none"> • Commitment to and ability to raise achievement for all • Proven track record of raising academic standards, good examination results and delivery against targets • Experience of implementing a range of effective intervention strategies • Able to use data to inform teaching, for measuring progress, for target setting and improving performance • Role model as excellent classroom practitioner – capable of delivering consistently good to outstanding lessons 	<ul style="list-style-type: none"> • Experience of monitoring and evaluating classroom practice through observations

	<ul style="list-style-type: none"> • A student centred, inclusive, positive, approach to learning • Good use of new technologies as a tool for learning 	
Leadership	<ul style="list-style-type: none"> • Strong leadership and management skills in line with the national standards including interpersonal, communication, organisational, administrative and ICT skills • Ability to command respect • Highly motivated and able to motivate and inspire staff and students • Ability to lead, support, develop and motivate teams • Ability to delegate responsibility, deploy staff effectively and provide a focus for improvement • Good self-evaluation and the ability to apply the OFSTED Framework to improve performance 	<ul style="list-style-type: none"> • Recent leadership training
Personal qualities and commitment	<ul style="list-style-type: none"> • Ability to build and work with an effective team • Excellent written, verbal and non-verbal communication skills • Ability to see tasks through to a successful conclusion • Ability to work under pressure, meet tight deadlines and pay attention to detail • High level of interpersonal skills with the ability to maintain a positive profile with pupils, staff and parents • Good IT skills • Ability to be reflective and self-critical • Flexibility in working practices and adaptability to change • Excellent record of punctuality, attendance, health • Commitment to collaborative working with other schools and HE • Sense of humour, common sense and the ability to maintain a sense of perspective 	<ul style="list-style-type: none"> • Range of interests and activities
Suitability to work with children	<ul style="list-style-type: none"> • Responsible for promoting and safeguarding the welfare of children and young persons for whom you are responsible or come into contact with • Not barred from working with children 	