

Person Specification: Head of Department

This specification describes the qualifications, skills and personal qualities needed by the successful applicant for the post

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> • Good Honours Degree • Qualified Teacher Status 	<ul style="list-style-type: none"> • Higher degree/qualification • Leadership Qualification
KNOWLEDGE AND EXPERIENCE	<ul style="list-style-type: none"> • Knowledge of what excellence in leading learning looks like • Experience of setting and reaching challenging and ambitious outcomes and of supporting a team to reach them • Experience of developing strategies to improve the curriculum and quality of teaching and learning in your Faculty's areas of teaching • Experience of leading a team • Successful teaching experience and excellent knowledge of your Faculty's curriculum at KS3 and KS4 • Awareness of national developments and research in teaching/your subject • Evidence of engagement with recent and relevant continuing professional development and research • Knowledge and understanding of how children learn and how to obtain best outcomes for all pupils, including disadvantaged pupils 	<ul style="list-style-type: none"> • Teaching experience to Key Stage 5 • Curriculum knowledge of a second subject • GCSE/A Level examiner or moderator • Presenting at local training events • Experience of managing staff performance
ABILITIES AND APTITUDES	<ul style="list-style-type: none"> • The ability to maintain excellent standards of work and conduct in the classroom • The ability to demonstrate strong practice of effective teaching and learning • Creativity, originality and the ability to think and act innovatively • Excellent communication skills using a range of media • High level administrative and organisational skills • Ability to work as a proactive team worker and independently 	<ul style="list-style-type: none"> • Ability to contribute to cross-curricular and enrichment work

	<ul style="list-style-type: none"> • Ability to listen, adapt and reflect • A willingness to use ICT to enhance learning opportunities 	
EDUCATIONAL VISION AND VALUES	<ul style="list-style-type: none"> • Setting high expectations, maintaining high standards of participation, achievement and behaviour • Understanding of how the subject area contributes to the whole-school curriculum and the development of the individual. • Commitment to inclusive education and belief that all pupils can succeed • Commitment to continuing professional development and awareness of your own training needs • Commitment to embedding equality in all aspects of your work • A willingness to work in the whole school community and to support the school's ethos, vision and values 	
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Personal integrity and sensitivity • An enthusiasm to inspire pupils and their parents • Meet Fitness to Teach expectations 	

