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Description automatically generated

Personal Specification

Head of Media

School: Thornden

Qualifications & Training

**Essential**

* Batchelor Degree to include English or English Literature at 2:2 or above
* Qualified Teacher Status
* Evidence of continuing professional development

**Desirable**

* 2:1 or above
* Middle Leadership CPD (either in-House or through external verifiers e.g: National College)

Experience

**Essential**

* At least 3 years’ teaching experience
* Teaching at KS4 with strong examination outcomes
* Proven track record of successful intervention strategies to improve exam outcomes at KS4
* Experience of trips at KS3 and KS4
* Active involvement in the wider English education community
* Experience of conducting lesson observations and evaluating teaching and learning
* Experience of giving effective feedback to colleagues about professional performance

**Desirable**

* Experience of development planning and implementing whole school initiatives
* Experience leading a subject or key stage to achieve excellent outcomes for students.
* Experience of organising trips and visits

Skills / Knowledge

**Essential**

* Understanding of safeguarding and training to be undertaken
* Excellent subject knowledge relevant to the curriculum
* The effective use assessment to promote students’ learning
* Understanding of the leadership and management role of a HOD
* Detailed understanding of the English curriculum at KS3 and KS4
* Excellent understanding of the components which comprise outstanding teaching and learning in Media
* Understanding of how to use of data to inform improvement and raise student performance
* Knowledge of when to draw on advice and specialist support, especially from the line manager and other staff members
* Knowledge and understanding English Language and English Literature examination requirements

**Desirable**

* Knowledge of the AQA examination board requirements and curriculum changes
* Awareness of national policies around Media
* Awareness of developing pedagogy and practice in Media
* Awareness of current research around curriculum development and subject delivery

Professional Skills/Attributes

**Essential**

* Outstanding classroom practice
* Effective use of ICT to support student learning
* Ability to manage a budget
* High level interpersonal skills
* The ability to lead and foster positive professional relationships and work effectively with teaching and support staff of varying experience
* Excellent organisation and planning skills
* The ability to balance priorities to ensure deadlines are met
* The ability to motivate staff and students to achieve their potential
* A robust commitment to collaboration in teaching and learning strategies designed to support colleagues in their professional learning
* The ability to make a positive contribution to the wider life and ethos of the school.
* A clear passion for improving outcomes for students, especially those who face disadvantage or barriers to their learning
* Ability to interpret and use local and national data to improve student outcomes

**Desirable**

* Experience of using research and enquiry to inform curriculum development and school improvement
* Proven ability to use a wide range of self-evaluation strategies to identify strengths and areas for development within Media
* Understanding of a wide range of leadership strategies to empower staff in their team, or the capacity to learn them swiftly
* The ability and commitment to work as part of a team of middle managers to develop strategic initiatives across the school

Personal Qualities

**Essential**

* First class leadership qualities
* Vision, energy and enthusiasm innovation and perseverance in supporting achievement
* Willingness to pursue high standards, both academic and behavioural
* Ability and willingness to engage in difficult conversations with colleagues about teaching and learning performance
* Professional image and high personal standards
* An excellent team-player who relates well to students, staff, parents and the wider community
* Flexibility and adaptability to meeting the changing needs of English
* The ability to work under pressure and maintain a good sense of humour
* Resilience, realism and a sense of perspective
* Willingness to contribute to all aspects of school life

**Desirable**

* Aspiration to lead a larger team and progress to senior leadership level in the longer term

Other

**Essential**

* Excellent punctuality and attendance
* Willingness to contribute to extra-curricular and enrichment activities
* Successful completion of DBS and other pre-employment checks