



Person Specification **Head of Music**

Part A: Application Stage

		Essential	Desirable
1	The ability to deal with challenging situations.	/	
2	The ability to contribute to the extra curricular music activities of the Academy.	/	
3	Experience of leading and managing a team of staff.		/
4	Demonstrable track record of outstanding teaching within music.	/	
5	Experience of coordinating a particular curriculum and/or pastoral area.		/
6	Ability to successfully introduce initiatives to improve outcomes.	/	
7	Excellent communication and public speaking skills.	/	
8	Experience of more than one educational setting.		/
9	A good understanding of the use of data to inform planning.		/
10	Experience in the use of new technologies to improve learning and teaching within music.	/	

Part B: Assessment Stage

Items 7 and 10 of the application stage criteria and the criteria below will be further explored at the assessment stage:

		Essential	Desirable
1	Able to assist in the development and implementation of Academy aims, objectives, procedures, policies and practices.	/	
2	Able to manage staff and resources within the music curriculum..		/
3	Able to make informed decisions based on National policy.	/	
4	To be able to innovate, inspire and motivate other students.	/	
5	Be innovative and creative in developing solutions	/	
6	Excellent communication skills, both verbal and written.	/	
7	Be hard working and emotionally resilient, able to work under pressure, able to prioritise and be flexible working to deadlines	/	
8	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none">▪ motivation to work with children and young people,▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people,▪ emotional resilience in working with challenging behaviours,▪ attitude to use of authority and maintaining discipline.	/	
9	Ability to initiate and successfully implement change including raising achievement.	/	
10	Ability to promote an 11-19 curriculum which meets students' needs and national priorities.	/	

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service.
2	Additional criminal record checks if the applicant has lived outside the UK.
3	List 99 and/or POCA List (residential establishments only) check.
4	Medical clearance.
5	Professional registration/QTS check with the National College for Teaching and Leadership.
6	Two references from current and previous employers (or education establishment if applicant not in employment).
7	Excellent attendance and punctuality record.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	Yes
Lesson Observation	Yes	Student Voice	Yes
Application form	Yes	References	Yes