St Mark's West Essex Catholic School
Head of PE
Personal Specification

The following person specification outlines the key skills and experience required for this position.
The selection panel will assess each candidate against the criteria listed below expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in the school context.
The panel will use the following assessment tools: application form; interview / assessment activities; reference and other employment checks.

ESSENTIAL	DESIRABLE
○ Commitment to support the Catholic ethos of the school	
○ Honours degree equivalent ○ Qualified teacher status ○ Excellent subject knowledge and classroom practice ○ Appropriate professional development for the position of Head of PE	○ Further qualifications, especially in educational management
○ Teaching experience in comprehensive schools and a commitment to comprehensive education ○ A high regard for young people and the learning process	
○ A commitment to innovation and collaboration	○ Experience of collaborative staff development
○ Experience of working with a variety of stakeholders	○
○ An understanding of the management of change and the willingness to view change as a positive developmental process	○ Experience of managing a change process in current or previous employment
○ Commitment to and experience of maintaining the highest standard of behaviour, teaching, and learning	○ Experience in aspects of behaviour management
○ A sound understanding of the issues surrounding curriculum development and the future of the curriculum in the PE Area ○ Knowledge and experience of issues regarding school assessment, target setting and measuring student progress	○ Experience of managing a budget
○ Excellent communication skills, both orally and in writing, to audiences of different ages and sizes	
○ ICT literacy, with sound competence in the use of word processing and spreadsheets, and the desire and ability to learn new software packages readily	○ Competence in full range of Microsoft Office products (or equivalent) ○ Ability and experience to manage and interpret student performance data
○ A well-developed understanding of the issues surrounding the use of ICT in the PE Area	○ Active experience of using ICT in the classroom
○ Skills and attributes to fit with those of middle leaders/managers	
○ Ambition for self and school	
○ A willingness to speak your mind, while maintaining absolute integrity, honesty, and confidentiality	
○ The ability to work long hours, thrive on pressure and deliver high quality performance, whilst maintaining perspective and a sense of humour.	