



## Head of Geography (TLR2c)

### Person Specification

Italicised criteria indicate those that are *desirable* rather than essential.

**Criteria identified as 'A' will form the basis for short listing purposes**

**A Application form I Interview R References**

### Knowledge & Qualifications

- |  |           |
|--|-----------|
| 1. Qualified teacher status  | A         |
| 2. a good quality honours degree or equivalent                             | A         |
| 3. a good knowledge and understanding of current educational issues        | A / I / R |
| 4. strong track record of professional development within the subject area | A / R     |
| 5. excellent knowledge and understanding of the Geography curriculum       | A / I / R |

### Experience

- |  |           |
|--|-----------|
| 1. Substantial experience of teaching Geography at secondary level                       | A / R     |
| 2. a track record of excellence in examination outcomes at all Key Stages                | A / R     |
| 3. successful experience of turning theory into practice                                 | A / R     |
| 4. experience of leading innovative curriculum and pedagogical development               | A / I / R |
| 5. effective relationships with students, parents and staff, commanding their confidence | A / R     |
| 6. <i>experience of Performance Management of colleagues</i>                             | A / R     |

### Skills

- |   |           |
|---|-----------|
| 1. Innovative approach to classroom practice and exceptional teaching skills            | A / I / R |
| 2. ability to interrogate departmental data to track student progress                   | A / I / R |
| 3. excellent leadership and management skills   | I / R     |
| 4. ability to review and evaluate the efficacy of all activities                        | A / I / R |
| 5. ability to challenge appropriately   | I / R     |
| 6. ability to provide effective professional support to staff                           | A / I / R |
| 7. outstanding communication and interpersonal skills                                   | A / R     |
| 8. ability to sustain efforts and lead developments                                     | A / I / R |
| 9. organisational skills of a high order; able to multi-task and prioritise effectively | I / R     |
| 10. ability to manage people, projects and resources effectively                        | A / I / R |
| 11. high order ICT skills   | A / R     |

### Personal Qualities

- |  |           |
|--|-----------|
| 1. Absolute commitment to students and their learning above all else         | A / I / R |
| 2. commitment to the principle that all teachers can improve all the time    | A / I / R |
| 3. relentless determination and commitment to constant review and refinement | A / R     |
| 4. willingness to go above and beyond for students and staff                 | R         |
| 5. personal integrity and honesty  | I / R     |
| 6. keen eye for detail   | A / R     |
| 7. emotional resilience and ability to work under pressure                   | I / R     |
| 8. ability to motivate self and others                                       | R         |
| 9. ability to articulate a vision for the department                         | I         |

